The SIGNALMAN'S Journal

A week's schooling gives general chairmen opportunity to learn more about their work

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ROBERT W. McKNIGHT
Editor & Manager
601 West Golf Road
Mount Prospect, Illinois 60056
312-439-3732

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COVER: Mock hearing was held before Referee James Sherman, a professional arbitrator, concerning the firing of a signalman for insubordination. Representing the signalman (on the left) are: H. H. Parker, general chairman, Chesapeake & Ohio; V. Van Artsdalen, general chairman, Southern Pacific, Pacific Lines; and C. T. Heitzman, general chairman, ConRail (Lehigh Valley). Representing management (left to right, on Referee Sherman's left) are: B. E. Britcher, general chairman, ConRail; and A. W. Richards, general chairman, ConRail (New York, New Haven & Hartford).

GRAND LODGE DIRECTORY

C.J. CHAMBERLAIN, **President,** 601 W. Golf Rd., Mt. Prospect, IL 60056
R.T. BATES, **Secretary-Treasurer,** 601 W. Golf Rd., Mt. Prospect, IL 60056
JESSE CLARK, **President Emeritus,** 908 S. Park Dr., Terre Haute, IN 47802

VICE-PRESIDENTS

W. W. ALTUS, Jr., 220 S. State St., Chicago, IL 60604 312-939-7140
J.T. BASS, Suite 520, 1780 S. Bellaire, Denver, CO 80222 303-759-5944
W.D. BEST, 601 W. Golf Rd., Mt. Prospect, IL 60056
C.S. CHANDLER, P.O. Box 677, Eddyville, KY 42038
M. B. FRYE, 601 W. Golf Rd., Mt. Prospect, IL 60056
J.E. PLATT, Suite 323, 1396 Ste. Catherine St. W., Montreal, Que. H3G 1P9 514-861-3712
J.W. WALSH, Suite 800, 400 First St., NW, Washington, DC 20001 202-628-5935

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DIRECTOR OF RESEARCH

J.E. HANSEN, 601 W. Golf Rd., Mt. Prospect, IL 60056

Chamberlain's Message

Labor Studies Center provides excellent facility for training

Education is a continuing process. The Brotherhood of Railroad Signalmen reaffirmed that statement when twenty-six general committee officers and all Grand Lodge Officers spent the last week in March at the George Meany Center for Labor Studies in Silver Spring, Maryland.

The week-long seminar on "The General Chairman and His Work" covered these major topics: Railway Labor Act; discipline; equal employment opportunity and duties of fair representation; grievances; legislative activity; Hours of Service Act; union shop; and negotiations.

It was a working-educational experience for all, with classes running each day from 9 a.m. until 4:30 p.m., plus several sessions in the evening. The facilities at the Center are well adapted for their purpose. Your contact with the outside world is limited to the telephone — there are no television sets or radios. Everyone was there to learn.

The grievance and discipline cases were handled by various officers representing both labor and management. The discipline hearing before a "management supervisor" and a grievance case argued before a referee were video-taped for later replay and discussion. These sessions provided the opportunity for "role playing" in that general chairmen experienced the frustrations and problems of developing a case, handling it from the conference level through to conclusion before an arbitrator or referee. It was a rewarding week for all.

The experience was so worthwhile and educational that another week-long seminar for general chairmen will be held the week of October 16, and will coincide with our annual general chairmen's meeting.

Our heartiest congratulations to Fred K. Hoehler, Jr., director, and Russell Allen, deputy director of the Labor Studies Center and their staff for their fine cooperation in setting up this seminar. Our efforts were ably led by M. B. Frye, vice president, assisted by W. W. Altus, Jr., vice president, both of whom were instructors at the sessions. Vice President Frye also prepared the program for the seminar, with assistance from other Grand Lodge Officers.

The AFL-CIO deserves much credit for their efforts in making the Labor Studies Center such a meaningful and practical training center. The campus was the former Xaverian College which has administration, class room and dining buildings located on 47 acres of land in Silver Spring, Maryland, just north of Washington, D. C.

The Brotherhood of Railroad Signalmen is the second railroad union to make use of these fine educational facilities. The United Transportation Union was the first and we are confident that other rail unions will soon follow.

Congratulations are in order for all who participated, and we especially commend those general committees who sent their general chairmen to the seminar. The money was well spent and we are confident that they will be well rewarded by having urged their general chairmen to attend.

We anticipate that attendance at the fall seminar will be even greater and I urge all who can to attend. This program is but another step in our efforts to improve the skills of our general committee officers so that they will be in a position to furnish our membership with the very best possible representation. All of our members benefit from these training seminars.

News

Brother Daniels needs help from Signalmen

There is a great financial need now for Brother O. B. Daniels, Jr., signal maintainer for ConRail at Bluffton, IN. Brother Daniel's son William has been seriously ill for several months. Medical expenses have mounted tremendously and have gotten to the point that Brother Daniels is in critical financial conditions. Here is a worthy cause for someone we know, a fellow member of the Brotherhood of Railroad Signalmen. Please send contributions to T. L. Loeffler, local chairman, who will handle them, at 1101 Elm St., Plymouth, IN 46563.

Retirement Board will issue BA-6 forms

The U.S. Railroad Retirement Board recently completed the preparation of the employees' Certificates of Service Months and Compensation, Form BA-6, which are distributed every year to the great majority of railroad employees. These annual statements are important because they provide an employee with a record of his or her service months and creditable compensation in 1976, as well as cumulative railroad retirement credits after 1936. The statements are also used by employees when they apply for certain benefits with the Board.

Some 625,000 BA-6 forms will be distributed. Most employees will receive them directly from the Board by mail before June 1 although some BA-6 forms will be distributed through employers. These forms are issued primarily to employees who qualify for unemployment and sickness benefits in the benefit year beginning July 1, 1977, on the basis of their 1976 employment. Employees who worked in 1976, but did not have sufficient earnings to qualify for unemployment and sickness benefits, will also be sent a BA-6 form if they had service in each month in 1976 or if they worked for a local lodge or division of a national railway labor orgainzation. Any employee who worked for a railroad in 1976 who does not receive a form by June 15 can write to the Board and request one.

Each employee should check to see whether his own record of service and creditable compensation agrees with the Board's figures shown on the Form BA-6. The important figures that should be checked are indicated on the illustration of the form. In checking the 1976 compensation total, employees should be aware that only earnings up to $1,275 per month were creditable for railroad retirement in that year. Therefore, the maximum amount of creditable compensation that can be shown on the form for 1976 is $15,300. If there is a name difference, the employee should keep in mind that the form contains only the first ten letters of the last name.

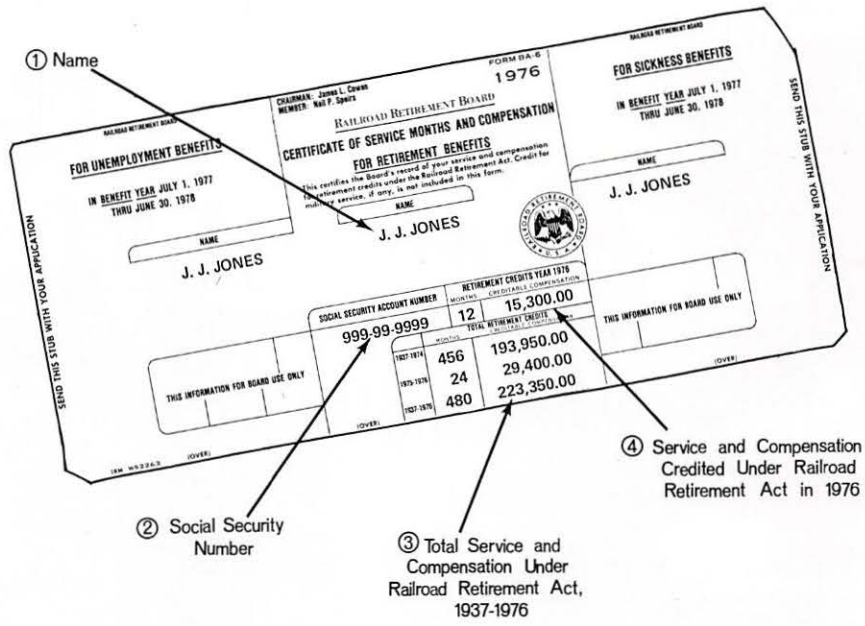
All letters reporting differences in a BA-6 form should be addressed to the DIRECTOR OF DATA PROCESSING AND ACCOUNTS, U.S. RAILROAD RETIREMENT BOARD, 844 RUSH STREET, CHICAGO, ILLINOIS 60611. The employee should include his social security account number in the letter as well as mentioning the error, otherwise no action can be taken by the Board.

As shown in the illustration, the BA-6 form has detachable sections at each end. The section on the right side is used when the employee applies for sickness benefits, and the one on the left for unemployment benefits. The reverse sides of these sections also explain the best way to apply for these benefits. The use of these sections prevents delays in the payment of unemployment or sickness benefits which occur when an employee enters the wrong social security account number on his application.

The BA-6 forms also include a reminder that employees who perform railroad work after their supplemental annuity closing date

(Please turn to page 23)

What Employees Should Check on Form BA-6



Fred K. Hoehler, Jr. (standing) director, George Meany Center for Labor Studies, welcomes Brotherhood of Railroad Signalmen general commmittee and Grand Lodge officers at Sunday evening opening session.

BofRS general committee officers school to learn more

Twenty-six general committee officers of the Brotherhood of Railroad Signalmen and all Grand Lodge officers have been through an intensive one-week training program at the George Meany Center for Labor Studies at Silver Spring, MD. Titled "The General Chairman and His Work", the course covered the Railway Labor Act, handling discipline cases and grievances, equal employment opportunity and the duties of fair representation, legislative activities, Hours of Service Act, the union shop and negotiations.

In welcoming Signalmen to the school, Executive Director Fred K. Hoehler, Jr., said the BofRS is the second railroad union to attend the Labor Studies Center and use the school's facilities for training of its officers. The first, the United Transportation Union, holds training sessions at the Center several times yearly.

President C. J. Chamberlain told the Signalmen that it would be good for them to be exposed to the experts in the various fields that would be instructing at the seminar. Signalmen should avail themselves of this fine opportunity to learn.

M. B. Frye, BofRS vice president, who developed much of the study material and the program for this seminar, said "education is a never-ending process."

In commenting on the Railway Labor Act, attorney William G. Mahoney said that the basic intent of Congress in writing and passing the Act was for the parties to settle disputes without striking. The courts have upheld this objective of the Act. The bill of rights of the RLA, Mahoney said, are found in Section 2:

"(3) To provide for the complete independence of carriers and employees in the matter of self-organization.

"(4) To provide for the prompt and orderly settlement of all disputes concerning rates of pay, rules or working conditions.

"(5) To provide for the prompt and orderly settlement of all disputes growing out of grievances."

Although not in the Railway Labor Act, fair repre-

Russell Allen (standing) deputy director, Labor Studies Center, told Signalmen of the gains made by union members over the years. At his left is C. J. Chamberlain, BofRS president, next left is M. B. Frye, vice president.

Clarence Small (standing) attorney of Rives, Peterson, Pettus, Conway, Elliott & Small, discussed civil rights and equal employment opportunites.

attend one-week about their jobs

James L. Highsaw (standing) attorney of Highsaw, Mahoney & Friedman, discussed the duty of fair representation.

sentation has been imposed by the courts. The duty of fair representation, said attorney James L. Highshaw, is that a union must represent members fairly, without hostility, honestly and in good faith. Unions must avoid arbitrary conduct, discrimination or bad faith.

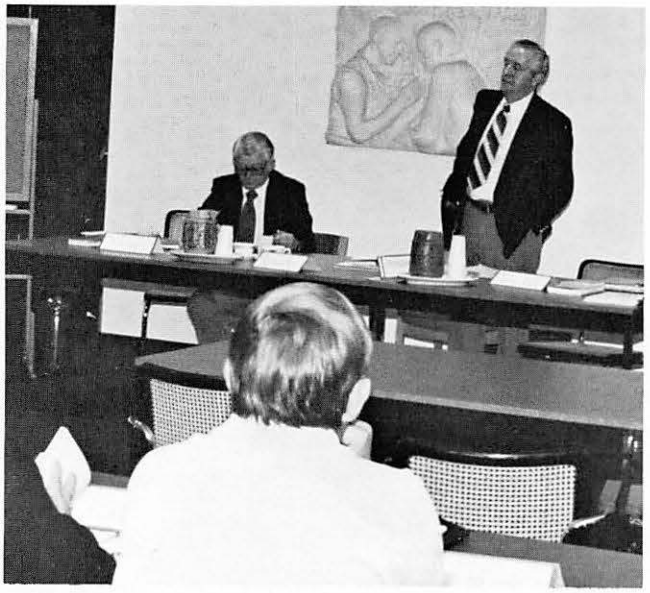
In discussing equal employment opportunity, attorney Clarence Small said that discrimination occurs when a person is treated differently because of age, ethnic origin, race, religion or sex. The key laws are the Civil Rights Acts of 1866 and 1964. Small then discussed the purposes of these acts and their impact on union activities and responsibilities.

A general discussion of handling claims and grievances was led by Vice Presidents W. W. Altus, Jr., and M. B. Frye. Major points included:

– In the handling of files, have complete information. Don't write notes on margins of letters or bulletins.

– Include seniority rosters or job bulletins where applicable.

William G. Mahoney (standing) discussed major features of the Railway Labor Act and their importance to unions.



Vice President M. B. Frye discussed claims and grievance handling including time limits, procedures and major points to remember in such work.

Vice President W. W. Altus, Jr., discussed procedures at the National Railroad Adjustment Board. Also, he pointed out key items to remember when progressing claims to the NRAB.

When a grievance or claim file comes into headquarters, Grand Lodge must handle it within 9 months from the date of first denial by the top level carrier officer on the property.

The case will be reviewed and if it is decided not to handle it further, the file is returned to the general chairman. If Grand Lodge handles the case, the file will be kept at headquarters until an award is received from the appropriate adjudicator, National Railroad Adjustment Board, Public Law Board, etc. Then the file is returned to the general chairman.

In general, four types of Boards handle signalmen's claims and grievance cases: National Railroad Adjustment Board, Public Law Board, Special Board of Adjustment or Arbitration Board. Concerning the National Railroad Adjustment Board, the following are of interest:

– NRAB will not handle a dispute between an employee and his organization.

— A grievance can be progressed on the amount of discipline meted out, and NRAB will handle said grievance arising out of a discipline case.

– An employee can have a grievance not directly related to a specific rule in the labor agreement.

– NRAB will not handle claims that were not handled properly on the property. At the NRAB level, one cannot bring up issues that were not discussed with the carrier.

Major features of the seminar were the preparation and handling of a discipline case and a grievance. These two cases were handled by various officers representing both labor and management. An opportunity for role playing was afforded the participants.

Briefly stated, the discipline case involved a signalman who was alleged to have refused to climb a pole upon the request of his foreman. He was fired by the foreman. An investigation was held. It was video-taped for playback and discussion. After an exchange of letters between the parties, a hearing was held before Referee James Sherman, a professional arbitrator, and professor at the University of South Florida. He ruled that the signalman should be reinstated to his position with all lost wages and benefits restored. Sherman made the following points concerning the handling of cases:

— Give as much background information as possible to the referee. He is not an expert in signaling. Opening statements should contain descriptions, physical evidence or photographs of the events or conditions pertinent to the case.

– In a discipline case, the carrier must make a prima facie case. Also, the carrier must prove just cause for discipline.

In this discipline case, the signalman was fired for not climbing a line pole although the foreman did not guarantee the safety of the man he ordered to climb it. As safety rules were cited in the case, the referee said the carrier's case was weak because the carrier did

Discipline case participants and their advisors are shown on this page. Facing camera (left to right) are: A. Cunningham, grand lodge trustee, advisor; J. Sottile, general chairman, Long Island; W. W. Altus, Jr., vice president, advisor; and R. B. Flowers, general chairman, Louisville & Nashville.

Shown here are: J. Sottile (standing); V. Van Artsdalen, general chairman, Southern Pacific, Pacific Lines; H. H. Parker, general chairman, Chesapeake & Ohio; and G. A. Harrington, Secretary, board of trustees, advisor.

Employee group handling the discipline appeal and arguing before the referee included C. T. Heitzman, general chairman, Lehigh Valley (third from left facing camera); V. Van Artsdalen (on Heitzman's left) and H. H. Parker (far right).

Employee group handling investigation included R. B. Flowers (far left); J. Sottile (next to Flowers); and L. T. Davies (second from far right), general chairman, Milwaukee Road.

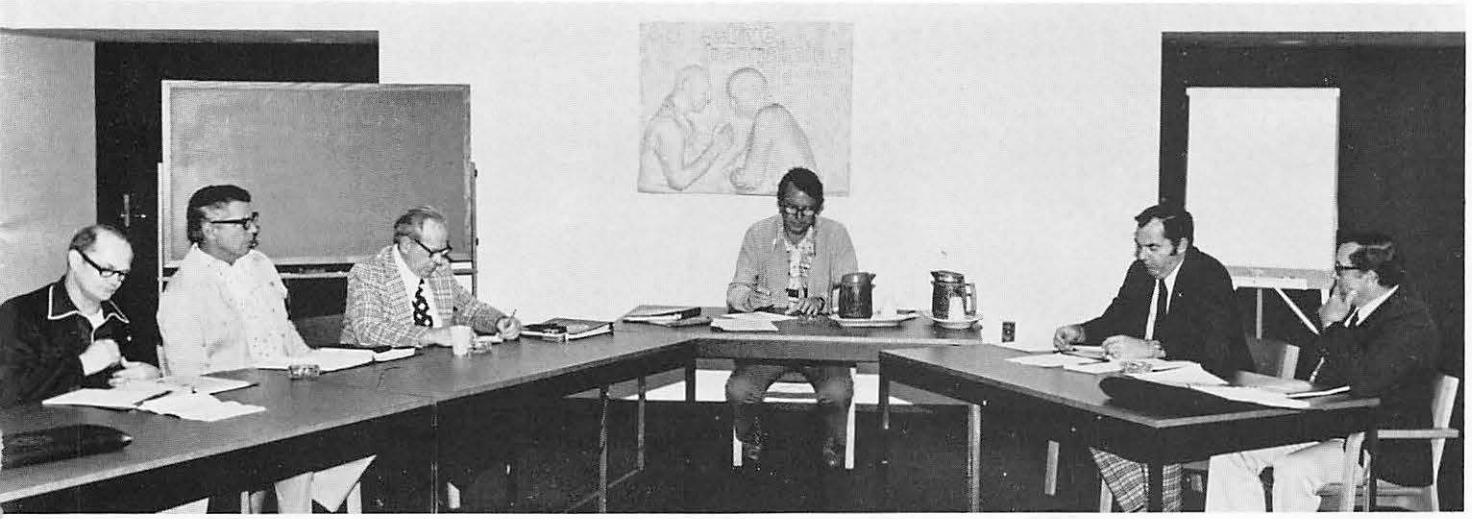
Investigation held in the discipline case was video-taped for replay and comment. Union representatives (on the left, left to right) are: J. Sottile, R. B. Flowers, L. T. Davies and H. H. Parker. Company group (left to right) are: R. F. Richardson (head of table conducting the investigation), V. J. Sartini, J. A. Bush, F. J. White, and A. W. Richards.

Shown here (left to right) are: W. D. Corn, general chairman, Missouri Pacific; W. B. Harwell, Jr., grand lodge representative, advisor; J. A. Bush, general chairman, Bessemer & Lake Erie; V. J. Sartini, genera! chairman, Norfolk & Western.

Company group handling investigation in the discipline case included (left to right): A. W. Richards; V. J. Sartini; F. J. White (second from right end facing camera), general chairman, Frisco, Katy & Southern Pacific, T&L Lines; and R. F. Richardson.

During a break, some took to the sun, including (left to right): C. S. Chandler, vice president, advisor; A. W. Richards, general chairman, ConRail (New York, New Haven & Hartford); F. J. White; W. B. Harwell, Jr.; and R. F. Richardson, assistant general chairman & general secretary-treasurer Burlington Northern.

Company group handling the discipline appeal and arguing before the referee included W. D. Corn (far left); J. A. Bush (next to Corn); and B. E. Britcher (fourth from left end) general chairman, ConRail.



Referee James Sherman (center) heard arguments in the discipline case. Representing the union (on left, left to right) are: H. H. Parker, V. Van Artsdalen, and C. T. Heitzman. Company representatives (at right, left to right) are: B. E. Britcher and A. W. Richards.

not show that the man was ordered to climb a safe pole.

Concerning investigations, M. B. Frye, BofRS vice president, said that the local chairman should talk to the man under investigation as soon as possible after learning of the investigation. One should obtain witnesses to testify on behalf of the signalman. Objections to the investigation or the manner in which it is conducted should be noted by the union representative as soon as possible – vocally or in writing. Often the case is made at the investigation, and from the investigation a case for an appeal can be made.

In another mock case, signalmen were involved in a grievance arising from the carrier calling a signal inspector to correct a case of trouble on overtime rather than calling the adjacent signal maintainer. After an exchange of letters and a conference between carrier and union officers, a mock Public Law Board hearing was held before Referee Dana Eischen. This session was videotaped for playback and discussion. Eischen denied the claim on the basis that the rule cited by the union was not specific enough to require a particular class of signalman be called. Also, he pointed out that in an oral hearing before a referee, it is helpful to bring to the referee's attention the importance of files and reference material.

– Present a main argument, plus various other arguments.

– Give a referee a technical out if possible to do justice, especially where contract language would limit the case.

President Chamberlain, in heading a panel of experts, said that legislative activity by union members is very important. Railroad pensions, Federal Railroad Administration rules and regulations, and other federal legislation affecting our lives

Shown here in the grievance case are (left to right): R. R. Mitchell, grand lodge representative, advisor; H. W. Ahrens, assistant general chairman, ConRail; D. M. Helton, local chairman, Southern; and G. G. Gross, general chairman, Seaboard Coast Line.

Grievance case union members included (left to right): W. P. Glavey, general chairman, ConRail (Reading); C. R. Vaught, general chairman, Southern; K. D. Raney, general chairman, St. Louis Southwestern; and W. D. Best, vice president, advisor.

Employee group filing claim in the grievance (on the left, left to right) are: W. P. Glavey, C. R. Vaught, and K. D. Raney. Next is W. D. Best, advisor. Employee group arguing case before the referee included (at right, left to right): G. G. Gross, D. M. Helton, and H. W. Ahrens.

Shown here are W. W. Lauer, chairman board of trustees, advisor; R. R. Mitchell; D. M. Helton; G. G. Gross; and M. B. Frye, vice president, advisor.

make it imperative for Signalmen to be involved in the legislative process.

Donald S. Beattie, director governmental affairs, Railway Labor Executives' Association, described a reporting function of RLEA on federal legislation. RLEA issues periodic reports on legislation, giving the bill designation, what it's about, action in the House and Senate and final action – such as defeated or signed into law by the president.

It is important to know the Congressional staffs because they have more power now than formerly, say in the 1950s. Congressmen are spread quite thin, hence have bigger staffs now. Edward D. Friedman, Washington attorney, gave the background of legislative progress. Much legislation was passed in the Kennedy-Johnson years. Congressional staffs have increased tremendously since 1960. A Congressman's staff in the 1950s might number as high as 6 or 7, whereas now staffs of 100 are not unknown. Since

Hearing before Referee Dana Eischen (center) was video taped for replay and comment. Union representatives (at left, left to right) are: D. M. Helton, H. W. Ahrens, and G. G. Gross. Management group (at right, reading left to right, first row, then second row) included: R. R. Van Vacter, G. R. Jones, J. H. Roy, D. Murphy, and R. J. Szprygada, H. S. Gerth, W. A. Class, Jr.

1960 Congressional staff personnel have grown from 10,000 to over 17,000. There is much more work for a Congressman now than in the 1950s.

The job of a legislative lawyer is to identify programs and make them understandable to Congressmen so they can accept them. Also, the job entails making Congressmen aware of the support for a bill from their constituents. Knowing staff members is important. They often prepare legislation.

A. M. Lampley, assistant national legislative director, United Transportation Union, said that unions were forced into political activity because of business. An important aspect of legislative activity, he said, is to get union members registered to vote, to vote and to write their Congressmen. Often the difference between passage or failure of a bill to pass in Congress is the result of mail sent to Congressmen.

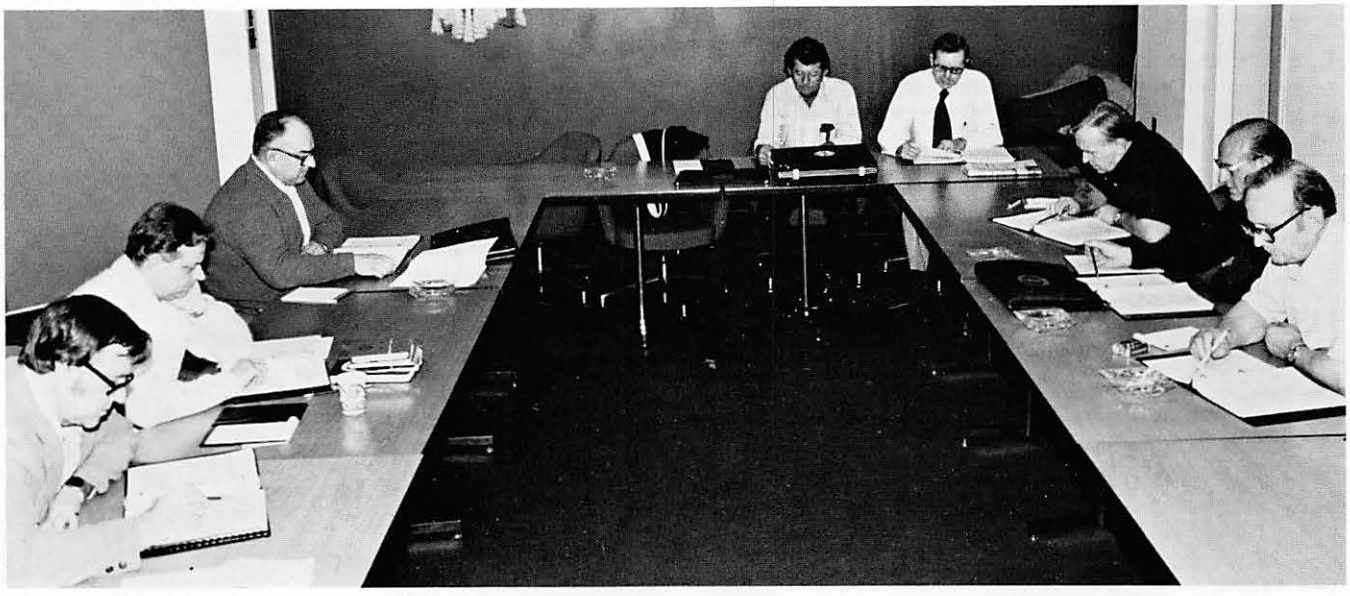
The Signalmen's Political League is a means via voluntary contributions from members to provide some financial support to Congressmen. They need funds for campaigns, and through contributions from SPL, Signalmen can help those Congressmen who are helpful to the causes of Signalmen.

Speaking of Canadian legislative activity, Vice President John E. Platt reported that the Canadian Railway Labour Association keeps an eye on legislation. In Canada, legislation is introduced into Parliament by the political party in power. An important point for furthering legislation is to get views into the parliamentary committees and members of parliament when legislation is drafted.

Some points to remember when dealing with Congressional staff members, Chamberlain said would include:

Shown here (left to right) are: W. A. Class, Jr., general chairman, Burlington Northern; H. S. Gerth, general chairman, Chicago & North Western-Rock Island; R. J. Szprygada, assistant general chairman, ConRail; J. E. Hansen, director of research, advisor; and G. R. Jones, financial secretary, Texas & Pacific.

Shown here (left to right) are: J. T. Bass, vice president, advisor; R. R. Van Vacter, general chairman, Santa Fe; J. H. Roy, general secretary, ConRail (New York, New Haven & Hartford); and D. Murphy, general secretary-treasurer, ConRail.



Company group writing letter of denial in the grievance case included (at left, left to right): W. A. Class, Jr., H. S. Gerth, and R. J. Szprygada. Company group arguing the case before the referee included (left to right): G. R. Jones (at end of table next to J. T. Bass, advisor), R. R. Van Vacter, J. H. Roy, and D. Murphy.

B. E. Britcher, general chairman, ConRail, is given the oath of office as a BofRS trustee by President C. J. Chamberlain, on April 1, the day his appointment became effective. Later, Britcher was elected chairman.

C. J. Chamberlain, president BofRS (standing) reported on progress of Hours of Service and national wage negotiations. At his right is R. T. Bates, BofRS Secretary-treasurer; and at his left is M. B. Frye.

– Be honest with them, have good creditability.

– Keep a continuing dialogue. Their time is valuable, hence when you have something to tell them, do so. Don't bother with the trivial.

Concerning the union shop, R. T. Bates, secretary-treasurer, made the important point that everyone must be treated consistently and fairly in applying the union shop agreement. Be sure to investigate very carefully before citing a member as delinquent in dues payment.

In discussing negotiations, the following tips were pointed out by President Chamberlain as being helpful:

– Establish creditability by deeds and actions.

– A good negotiator has a continuing dialogue. He must be reasonable and flexible.

– Practical psychology can play a key role in negotiating. Study your opponent, particularly notice how he reacts to pressure or operates under pressure.

– Know your subject. Pause and think. Be honest.

– Real negotiations seldom take place in large groups. Matters really move when discussions are confined to 1 or 2 persons on each side.

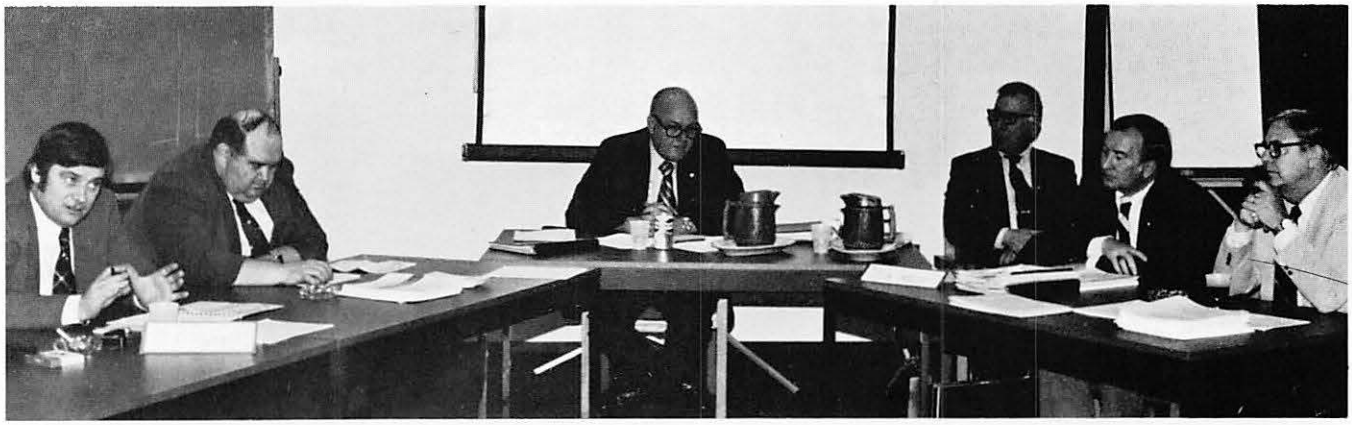
– Element of surprise gains nothing.

A most important part of negotiations is to establish integrity, said J. E. Platt. Other points he made were:

– Be able to sense how far you can go without upsetting the other side.

– Have people on both sides who trust each other, and understand each other's positions.

On the final day, certificates of completion of the course were presented to those in attendance. Certificates were mailed to a few Signalmen who had to leave early to catch transportation back home. It was a rewarding experience for all.



Legislative session speakers included (left to right): J. E. Platt, BofRS vice president; A. M. Lampley, assistant national legislative director, United Transportation Union; C. J. Chamberlain; E. D. Friedman, attorney; J. W. Walsh, BofRS vice president; and D. S. Beattie, director governmental affairs, Railway Labor Executives' Association.

Happy Wives Prepare for a Day of Sightseeing: These six wives of BofRS general committee officers visited famous landmarks in the Washington, DC area while their husbands were in school. Shown here (left to right) are: Fay Jones, wife of George Jones, now general chairman, Texas & Pacific; Julie Van Artsdalen, wife of Val Van Artsdalen, general chairman, SP Pacific Lines; Janie Gerth, wife of Henry Gerth, general chairman, C&NW-Rock Island; Alice Raney, wife of Ken Raney, general chairman, St. Louis Southwestern; Cathy Glavey, wife of Bill Glavey, general chairman, ConRail (Reading); and Vi Corn, wife of Bill Corn, general chairman, Missouri Pacific. The ladies' tour guide was Mrs. Genevieve Lutz, AFL-CIO President George Meany's daughter. Points of interest visited included the Capitol, Smithsonian Institution, U.S. Mint, Arlington Cemetery and memorials, old Senate Office Building, Texas Senator Tower's office, the White House, and a performance of Swan Lake Ballet at the J. F. Kennedy Center for the Performing Arts.

Graduation Day at Labor Studies Center

Howard Ahrens, CR, receives certificate of completion of course from President C. J. Chamberlain.

B. E. Britcher, CR, gets handshake from Chamberlain on completion of general chairmen's week-long program.

J. A. Bush, B&LE, general chairman receives his school certificate.

More Graduation Pictures on Pages 16 and 18.

Graduation Day

R. J. Szprygada, CR, receives the handshake and his diploma.

A. W. Richards, CR-NYNH&H, receives congratulations from Chamberlain.

K. D. Raney, St.LSW, receives congratulations from C. J. Chamberlain.

H. H. Parker, C&O, gets handshake and certificate upon graduation.

R. R. Van Vacter, AT&SF, has diploma and reaches for presidential hand.

F. J. White, SP T&L-MKT-StL-SF, gets certificate and presidential handshake.

J. Sottile, LI, enjoys receiving his certificate from Chamberlain.

J. H. Roy, CR-NYNH&H, gets certificate and Chamberlain handshake.

C. R. Vaught, SOU, enjoys handshake and certificate upon graduation.

V. J. Sartini, N&W, also enjoys his certificate upon graduation.

Happy Wives Prepare for a Day of Sightseeing: These six wives of BofRS general committee officers visited famous landmarks in the Washington, DC area while their husbands were in school. Shown here (left to right) are: Fay Jones, wife of George Jones, now general chairman, Texas & Pacific; Julie Van Artsdalen, wife of Val Van Artsdalen, general chairman, SP Pacific Lines; Janie Gerth, wife of Henry Gerth, general chairman, C&NW-Rock Island; Alice Raney, wife of Ken Raney, general chairman, St. Louis Southwestern; Cathy Glavey, wife of Bill Glavey, general chairman, ConRail (Reading); and Vi Corn, wife of Bill Corn, general chairman, Missouri Pacific. The ladies' tour guide was Mrs. Genevieve Lutz, AFL-CIO President George Meany's daughter. Points of interest visited included the Capitol, Smithsonian Institution, U.S. Mint, Arlington Cemetery and memorials, old Senate Office Building, Texas Senator Tower's office, the White House, and a performance of Swan Lake Ballet at the J. F. Kennedy Center for the Performing Arts.

Graduation Day at Labor Studies Center

Howard Ahrens, CR, receives certificate of completion of course from President C. J. Chamberlain.

B. E. Britcher, CR, gets handshake from Chamberlain on completion of general chairmen's week-long program.

J. A. Bush, B&LE, general chairman receives his school certificate.

More Graduation Pictures on Pages 16 and 18.

W. A. Class, Jr., BN, receives his certificate from President Chamberlain.

W. D. Corn, MP, receives Chamberlain's congratulations on graduation.

L. T. Davies, MILW, also gets a handshake and certificate.

W. P. Glavey, CR-RDG, finds the certificate and handshake enjoyable.

G. R. Jones, T&P, receives the congratulatory Chamberlain handshake.

D. Murphy, CR, enjoys a presidential handshake on graduation day.

V. Van Artsdalen, SP, receives Chamberlain's congratulations.

C. T. Heitzman, CR-LV, receives congratulations on his graduation.

C&NW men enjoy this moment. H. S. Gerth, general chairman, and CJC.

D. M. Helton, SOU, receives his diploma from Chamberlain.

G. G. Gross, SCL, gets a handshake and diploma from C. J. Chamberlain.

R. F. Richardson, BN, enjoys the diploma giving ceremony.

NEW GRS CODED FREQUENCY SHIFT OVERLAY COMMUNICATION CIRCUITS

Control Wayside Signals via Rails --- Not Line Wires

Now you can control wayside signals via the rails -- instead of via line wires -- with the new GRS coded FSO circuits. Insulated joints are not required.

Coded equipment is similar to and uses the same carrier frequencies as proven GRS FSO units for grade crossing signal control. The carrier is coded at 120, 180, 270, or 410 pulses a minute to ensure separation and identification of signals. The optional transceiver extends communication distances.

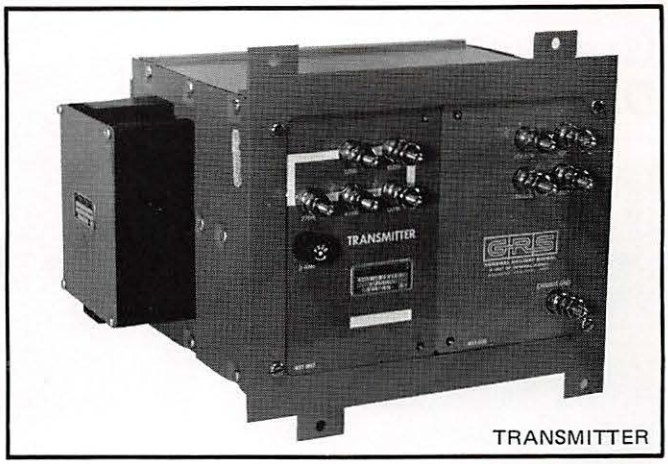
Solid-state components are on plug-in printed circuit boards -- keyed so only correct boards can be plugged in. Channel conversions and rate code changes are made merely by changing plug-in boards.

Each unit is only 7 inches high and 9 inches deep, with widths ranging from 5 to 12 1/2 inches. Their enclosures permit shelf, wall, or rack mounting.

For more information, contact your GRS sales engineer, or write for GRS Product Information, PI-59.

GENERAL RAILWAY SIGNAL
A UNIT OF GENERAL SIGNAL
ROCHESTER NEW YORK 14602

3666



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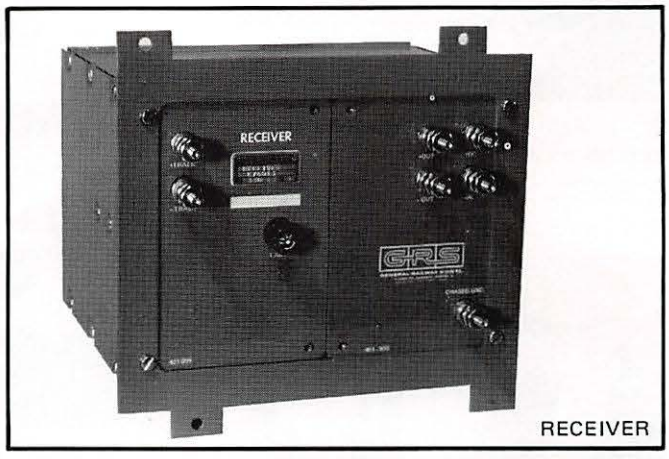

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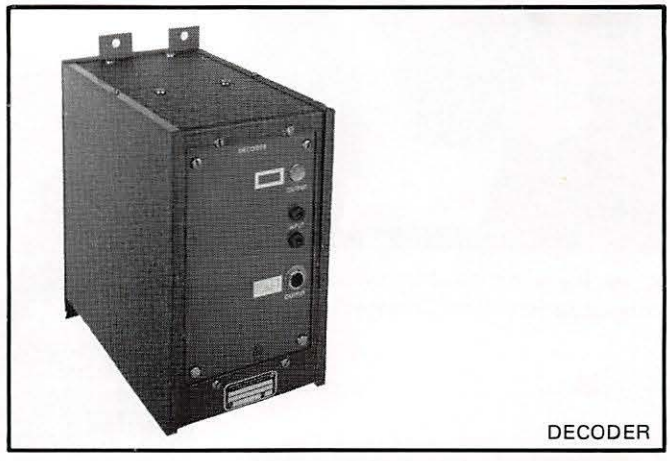
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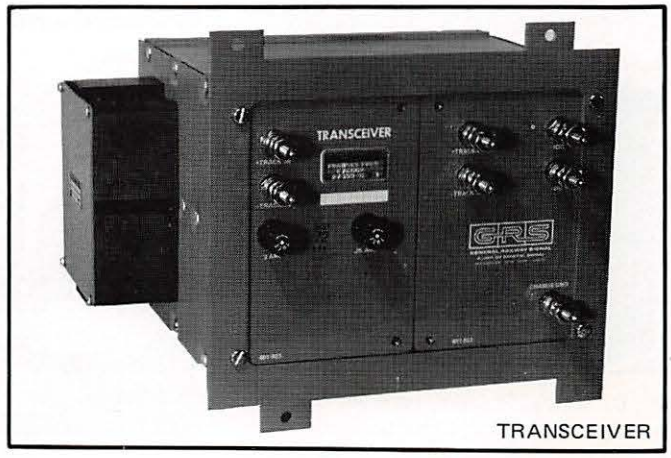

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Wage rates increase July 1

The Consumer Price Index (CPI) for March 1977, as published by the U.S. Department of Labor, Bureau of Labor Statistics, was 178.2. This is an increase of 5.6 points over the Index for September 1976.

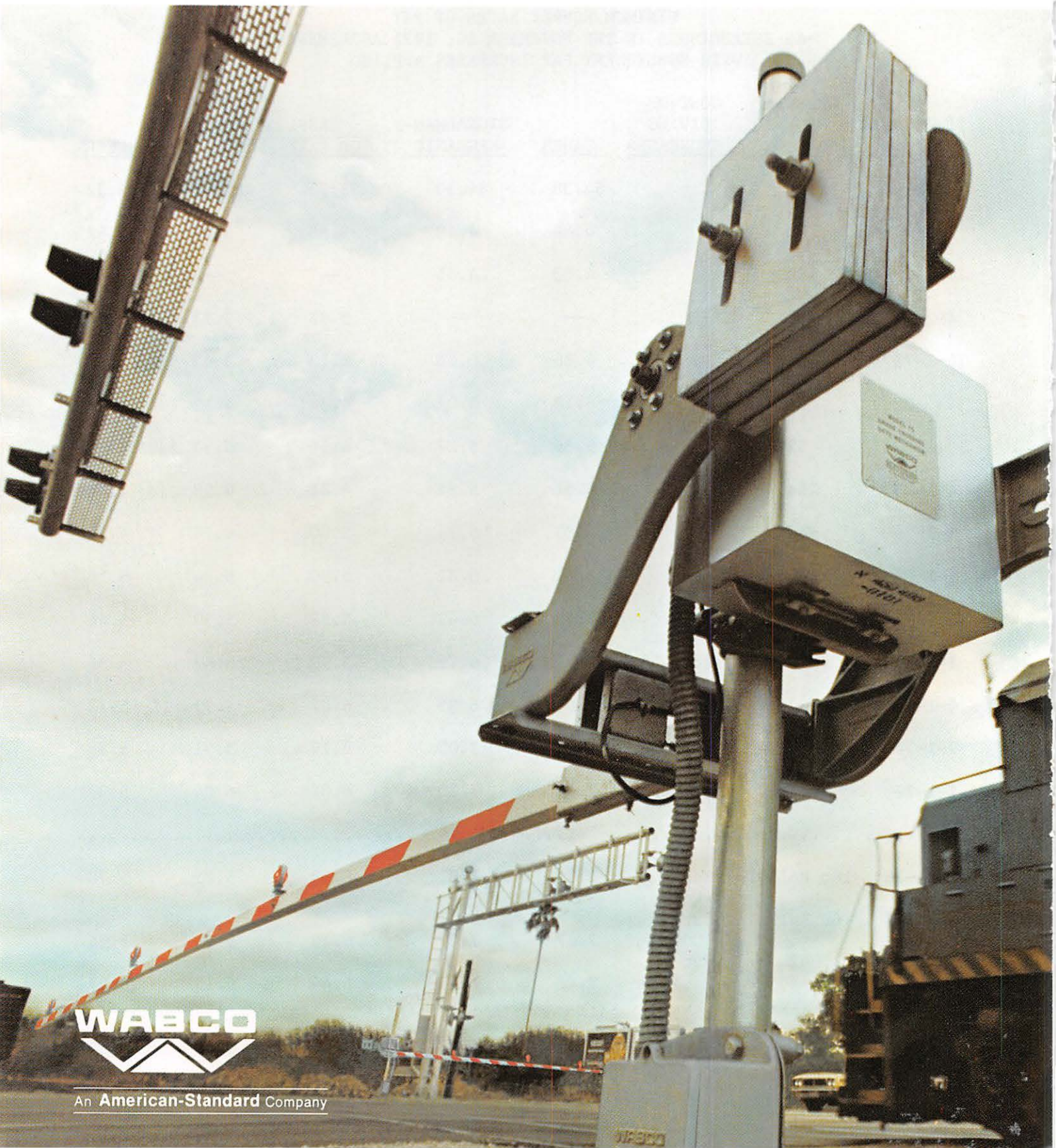
Accordingly, under the cost-of-living adjustment (COLA) provisions of the January 29, 1975 National Agreement, 18¢ per hour COLA will be added to the 13¢ adjustment made January 1, 1977, and to all basic rates, effective July 1, 1977. This is shown in the

(Please turn to page 22)

MINIMUM HOURLY RATES OF PAY
AS ESTABLISHED IN THE NOVEMBER 16, 1971 AGREEMENT
WITH SUBSEQUENT PAY INCREASES APPLIED

EFFECTIVE DATE	GENERAL WAGE INCREASES	COST-OF-LIVING INCREASES	LEADER	SIGNALMAN-MECHANIC	ASSISTANTS TOP RATE	ASSISTANTS 1ST STEP	HELPER
1-1-71			$4.38	$4.30	$3.75	$3.55	$3.52
1-1-71	10¢		4.48	4.40	3.85	3.65	3.62
4-1-71	15¢		4.63	4.55	--	--	--
4-1-71	8¢		--	--	3.93	3.73	3.70
10-1-71	5%		4.86	4.78	4.13	3.92	3.89
4-1-72	5%		5.10	5.02	4.34	4.12	4.08
10-1-72	5%		5.36	5.27	4.56	4.33	4.28
4-1-73	25¢		5.61	5.52	4.81	4.58	4.53
1-1-74	4%		5.83	5.74	5.00	4.76	4.71
1-1-75	10%		6.41	6.31	5.50	5.24	5.18
10-1-75	5%		6.73	6.63	5.78	5.50	5.44
1-1-76		12¢ COLA	6.85	6.75	5.90	5.62	5.56
4-1-76	3%		7.05	6.95	6.07	5.79	5.72
7-1-76		12¢ COLA	7.17	7.07	6.19	5.91	5.84
1-1-77		13¢ COLA	7.30	7.20	6.32	6.04	5.97
12-31-76	18¢ Roll-In	Basic Wage	7.11	7.01	6.13	5.85	5.78
6-30-77	6¢ Roll-In	Rates COLA	7.17	7.07	6.19	5.91	5.84
7-1-77	4%	Not Included	7.46	7.35	6.44	6.15	6.07
7-1-77		18¢ COLA 31¢ TOTAL	7.77	7.66	6.75	6.46	6.38

It was all



WABCO

An American-Standard Company

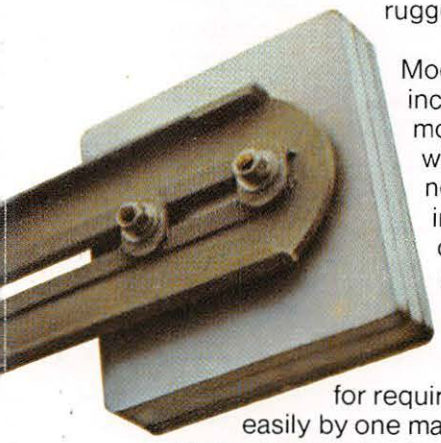
your idea!

This *new* Model 75 gate mechanism is the result of three years of research and design that included detailed interviews with more than 20 railroad signal officers. The result is "all your ideas" combined to produce a mechanism "designed with the maintainer in mind."

The common denominator was simplicity. Simplicity in design, installation, operation and maintenance.

The Model 75 gate mechanism is light in weight. A full 125 pounds lighter than the lightest competitive models. It can be installed by two men. Easily.

Though light in weight, it has been designed for rugged service in all respects.



Primary features of the Model 75 gate mechanism include a permanent magnet motor that cannot be damaged when stalled, an electromagnetic device to hold the gate in the clear position and the capability to handle wood gates up to 40' as well as WABCO break-away aluminum gates.

The torque adjustments for required arm length can be made easily by one man.

The gates are aluminum, adjustable and come in three sections. Repair of partial damage to a section or sections is easy, too. The gate arm wiring is plug connected in two places to make it easy to re-install. Even the entire arm is easily replaceable. A shear-pin (break-away type) holds the gate to the assembly.

Your ideas are spelled out in detail in a new piece of WABCO literature. And you should have a copy. So use the coupon below.

Transportation from the word go.

WABCO Transportation Systems Group
Union Switch & Signal Division
Westinghouse Air Brake Company
Swissvale, PA 15218

Gentlemen:
Send me Catalog RSE-10.

Name

Address

City State Zip

The WABCO Transportation Systems Group is Union Switch & Signal Division, Westinghouse Air Brake Division, WABCO Ltd., Cardwell Westinghouse Company, Fresinbra Industrial, S.A. In transportation, WABCO is also 17 European operations and licensees and agents throughout the world.

accompanying schedule of rates of pay, which is an update from the minimum rates which were established nationally in the November 16, 1971 Agreement.

The schedule shows general wage increases since January 1, 1971, as well as cost-of-living adjustments which have resulted from the agreement negotiated and signed by the Brotherhood of Railroad Signalmen, on January 29, 1975.

As of July 1, 1977, COLA provisions of our current contract agreement will have resulted in a total increase of 56¢ per hour in all hourly rates of pay.

12¢ — January 1, 1976
12¢ — July 1, 1976
13¢ — January 1, 1977
1¢ — July 1, 1977 (4% of 24¢ roll-in)
18¢ — July 1, 1977
56¢ — Total

The agreement provides also that on December 31, 1977, 50 percent of the cost-of-living adjustment then payable — the 31¢ per hour described above — will be made part of basic rates of pay for all purposes.

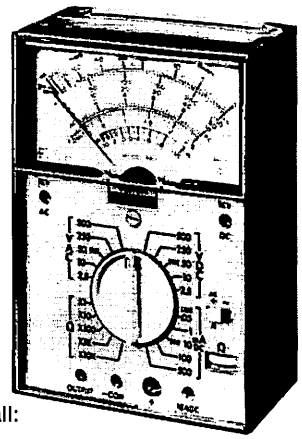
President C. J. Chamberlain advises that on July 1 of this year, in the 8-1/2 years since January 1, 1968, the Signalman rate will have increased from $3.26 to $7.66 per hour — $4.40 per hour, an increase of 135%.

Off-the-shelf...from

McNamara Supply Company

The source for high quality Weston meters. We can supply from stock such Weston items as the famous "Drop-Proofed" Model 660 series VOM (shown)...for railroad use. It's portable, rugged and lightweight (2 lbs. including batteries). We also have others like the exciting, new Model 6000 Autoranging Digital Multimeter and the Model 749 AC Clamp Volt-Ammeter.

So, when you need a good meter in a hurry, get the best...a Weston ...from McNamara Supply Company.



For full details, write or call:

McNAMARA SUPPLY COMPANY
332 South Michigan Avenue, Chicago, Ill. 60604
Phone: (312) 922-5032

Wages Rise July 1

CONSUMER PRICE INDEX
of
BUREAU OF LABOR STATISTICS
United States City Average For
Urban Wage Earners and Clerical Workers
All Items — Unadjusted

Month	Index (1967 = 100)
1968—March	102.8
June	104.0
September	105.1
December	106.4
1969—March	108.0
June	109.7
September	111.2
December	112.9
1970—March	114.5
June	116.3
September	117.5
December	119.1
1971—March	119.8
June	121.5
September	122.2
December	123.1
1972—March	124.0
June	125.0
September	126.2
December	127.3
1973—March	129.8
June	132.4
September	135.5
December	138.5
1974—March	143.1
June	146.9
September	151.7
December	155.4
1975—March	157.8
June	160.6
September	163.6
December	166.3
1976—March	167.5
June	170.1
September	172.6
December	174.3
1977—January	175.3
February	177.1
March	178.2

may permanently lose their eligibility for a railroad retirement supplemental annuity. For the great majority, the closing date is the last day of the month following the month in which the employee attains age 65. The Board suggests that employees who have not retired by age 63 contact the nearest Board office in the near future for help in establishing proof of their age in advance of their eventual retirement. This will insure them against forfeiting their eligibility through miscalculation of their age. Establishing the correct date of birth is also important for Medicare enrollment. Bringing the BA-6 form with you when you visit a Board office is also helpful if you wish an estimate of your railroad retirement annuity.

ConRail sets commuter pass policy guidelines

With a cover letter dated May 2, 1977, 2nd notice, general chairmen of the railway unions representing ConRail employees were notified by A. E. Egbers, vice president labor relations, of a new pass policy. The notice is published below.

ConRail has established a new policy for employee commutation passes that will standardize the various policies of predecessor railroads. The goal of the new pass policy is to treat all employees consistently and fairly and to end distinctions based on the diverse policies of the predecessor railroads.

It should be noted that ConRail is required by RSPO standards to reimburse the commuter authorities for the cost of employee transportation. In other words, ConRail must pay the commuter authorities the same amount that you would pay if you had to purchase tickets. This is only fair, considering that the authorities bear all costs of operating commuter service.

The new pass policy will not apply to the Harlem, Hudson and New Haven lines, where pass use is regulated by contract with the MTA and CTA.

The pass privileges you receive will depend on your entered service date. If you transferred to ConRail from a predecessor road, you will be considered as having the same entered service date with ConRail as with that road.

Your pass will be valid systemwide. Having systemwide privileges means that if you transfer to a new location where ConRail runs passenger trains, you will have pass privileges irrespective of your predecessor road.

Privileges

(1) If you were employed before January 1, 1960, and continuously thereafter, you will have unrestricted, systemwide privileges. Your dependents will have restricted privileges (not valid during rush hours). Forms for requesting new passes for dependents will be distributed through your department in a few weeks.

(2) If you were employed on or between January 1, 1960 and January 2, 1974, and continously thereafter, you will have unrestricted systemwide privileges, but your dependents will have none. Those employees who have been paying 1/2 or 1/6 fare will commute free.

(3) If you were employed on or between January 3, 1974, and March 31, 1976, and continuously thereafter, you will be entitled to an unrestricted systemwide pass that will cost you 1/6 of your commutation fare and will increase in cost by 1/6 each year. There will be no privileges for your dependents.

Payroll deduction forms for use by employees in this group are being distributed with this notice. If you authorize the company to deduct automatically the cost of your commutation, you will be issued an unrestricted, systemwide pass. If you do not commute by train or do not authorize an automatic deduction, you will not be issued a pass and must submit expense accounts for the cost of business travel. A few restricted passes with endorsements will be issued to employees whose duties require them to ride freight trains.

(4) New employees will not have passes, and must submit expense accounts for the cost of business travel. A few restricted passes for travel on freight trains will be issued, as above.

Initially, passes will be issued only to eligible employees who live or work in areas served by ConRail-operated commuter trains. Once all new passes have been issued, all old passes will become invalid and will not be honored. We expect this will be effective June 1, 1977. The one exception is the Chicago-Valparaiso line, where old passes will remain in use.

Should you lose your pass, it will be replaced only after 30 days and after payment of a $10 administrative handling charge. If you lose it a second time, it will not be replaced again during the calendar year.

ConRail is negotiating with Amtrak for some form of Amtrak reduced travel privileges for all employees without lessening existing privileges.

KCS installs 129 miles of centralized controls

Kansas City Southern is now installing centralized traffic control on some 129 miles of mainline between Pittsburg, KS and Kansas City, MO. The entire project will cost about $1.5 million, and the work is being done by members of BofRS Local 185. A feature of the installation is the use of General Railway Signal's Trak Code which provides controls through the track and reduces the number of line wires needed. When this project is completed, the line from Kansas City to Shreveport, LA, 533 miles, will be ctc equipped.

Travelers has open enrollment May through August 1977

OPEN ENROLLMENT FOR FURLOUGHED AND RETIRED EMPLOYEES

An open enrollment period in May, June, July, and August has been arranged by the Cooperating Railway Labor Organizations and The Travelers Insurance Company to make available coverage under Group Policy GA-23111 for those employees and their dependents (spouse and children over 14 days but under 19 years of age) not currently enrolled. During these months any retired employee or an employee who is on leave of absence, furlough or suspension with respect to his railroad employment and who while in active employment was insured under Group Policy Contract GA-23000 may enroll for the group hospital, surgical and medical plans available under Group Policy GA-23111.

The premium rates for the various types of coverage are shown on the enrollment form appearing at the end of this Article.

Furloughed employees of a hospital association railroad may enroll for dependent benefits only, unless such furloughed employees have discontinued their membership in the hospital association in which event they may also enroll for employee benefits.

No medical evidence of insurability will be required during the open enrollment for those not currently enrolled. In order to obtain the insurance, the only requirements are that the employee must have been covered by one of the active employee plans and submit a completed enrollment form with his check or money order for the required monthly payment before September 1, 1977.

Railroad employees described above may also insure their unmarried dependent children over 19 years of age but under 25 who are full-time students and unmarried dependent children over age 19 who are incapacitated by permanent physical or mental disability which began prior to age 19.

In addition, the widow and surviving children of an employee who was insured as an active, furloughed or retired employee are also eligible to enroll under Group Policy GA-23111.

Active employees may also enroll under Plan D of GA-23111 to provide benefits for their parents and parents-in-law who are eligible for Medicare.

For those signing up during this four-month period, the insurance coverage will become effective on the first day of the month following receipt by The Travelers of the completed form and the check for the required monthly payment.

There are four plans available; three for individuals not eligible for Medicare benefits and one for those who are eligible under Medicare.

Plans A, B and C - For Persons Not Eligible Under Medicare

Plans A, B and C provide Hospital and Surgical Expense Benefits.

Plans B and C also provide Maternity Benefits, Medical Expense Benefits for doctor's charges for visits during hospital confinement, Radiation Therapy Benefits and Polio Expense Benefits.

Plan C only provides Supplemental Major Medical Expense benefits in addition to the basic Hospital, Surgical, Medical and Radiation Therapy Benefits. It is important to understand, however, that the covered expenses considered under the Supplemental Major Medical Expense benefit are limited to those expenses in the categories covered by the basic benefit provisions of Plan C as mentioned above. For example, reasonable Hospital room and board charges in excess of $55 daily or reasonable surgical charges in excess of the amount in the Schedule would be covered Supplemental Major Medical expenses. However, charges for drugs, private duty nursing, doctor's Home and Office visits, Lab and X-ray examinations, etc., which are not covered under the other benefits under Plan C would not be covered expenses under the Supplemental Major Medical Expense provisions.

Here is an outline of benefits available under these three plans:

	PLAN A	PLAN B	PLAN C
HOSPITAL BENEFITS			
Room & Board – Daily Benefit up to	$ 20	$ 35	$ 55
Room & Board – Maximum per confinement*	1,400	2,450	3,850
Hospital Extras and Emergency Out-patient, up to* (Including Ambulance service up to $25)	200	700	1,000
SURGICAL BENEFITS			
Per Schedule up to	300	450	550
Obstetrics	(Not Covered)	112.50	137.50
DOCTOR'S VISITS IN-HOSPITAL			
Per day of hospital confinement	(Not	5	5
Maximum per confinement*	Covered)	350	350
RADIATION THERAPY BENEFITS			
Per Schedule - Maximum per Calendar Year; or for any one injury or sickness	(Not Covered)	200	300
POLIO BENEFITS	(Not Covered)	5,000	5,000
SUPPLEMENTAL MAJOR MEDICAL BENEFITS	(Not Covered)	(Not Covered)	50,000

*Successive confinements due to the same or related causes are considered as one confinement unless there is a complete recovery from the injury or sickness causing the earlier confinement.

Plan D – For Persons Eligible Under Medicare

Plan D is designed to complement full Medicare benefits and provides Hospital, Medical and Major Medical Expense Benefits. The Hospital Benefit covers hospital expenses over and above those which Medicare provides during the first 90 days of confinement, but not in excess of the amounts shown in the outline below, plus hospital board and room charges for semi-private rooms up to $62 per day for an additional 90 days. The Hospital Benefit was liberalized January 1, 1977 to take care of the increase in the Deductible and Co-insurance amounts required by Medicare.

The Medical Expense Benefit pays the first $60 of the total of charges in a calendar year for surgery, doctor's in-hospital visits, X-ray and laboratory examinations, and emergency out-patient hospital expense incurred within 72 hours of an accident or surgery.

The Major Medical Expense Benefit is a very valuable part of this plan. After the insured person has paid the first $50 of expense incurred in a calendar year, the plan picks up 80 percent of reasonable "covered expenses" in excess of that $50 plus the benefits already paid under Medicare and the basic Hospital and Medical Expense benefits. The maximum payable as to each insured person is $50,000.

Here is an outline of Plan D:

HOSPITAL BENEFITS

$124 for the first 60 days (Medicare Deductible)
$ 31 per day from 61st through 90th day (Medicare Co-insurance)
up to $62 per day from 91st through 180th day.

MEDICAL EXPENSE BENEFITS

First $60 of the total of charges in a calendar year for
Surgery
Doctor's In-Hospital visits
X-Ray and Laboratory Examinations
Emergency Out-Patient Hospital Expense within 72 hours of an accident or surgery

MAJOR MEDICAL EXPENSE BENEFITS

$50,000 Maximum, with $1,000 automatic restoration each January 1.

Since Medicare benefits are taken into consideration in determining what will be paid under Major Medical, it is very important that all eligible persons be enrolled under Medicare in order to have the maximum possible insurance protection. It should be noted that the Medicare Amendments effective July 1, 1973 extend Part A and Part B Medicare coverage to certain Disabled persons regardless of age and Part A coverage to persons Age 65 and over who previously were not qualified by virtue of personal entitlement or as the dependent of a covered person. Any person becoming eligible under Medicare, either because of attaining age 65 or becoming disabled at any age, must enroll under Plan D if coverage complementary to Medicare is desired. If an employee with two or more dependents, one of whom is eligible under Medicare, wishes to provide coverage under GA-23111 for all of his dependents, he must enroll for Plan D coverage for the person eligible under Medicare in addition to enrolling for coverage under Plan A, B or C for the remaining dependent(s) in order to obtain coverage for all dependents.

Shown below is a Medicare Authorization form which, when completed by eligible persons and sent to The Travelers will allow prompt handling of claims involving Medicare benefits.

Name of Medicare Insured–Employee
FI | MI | LAST

Health Insurance Claim Number

Employee–Social Security Number/Railroad Retirement Board Number

AUTHORIZATION: I authorize The Travelers Insurance Company to release to **The Travelers Insurance Company** any information which is required to act on a claim under my complementary health insurance policy and permit a photostatic or other facsimile reproduction of this authorization to be used in place of the original. This authorization is in effect until notice of revocation is received by The Travelers Insurance Company.

Signature of Medicare Insured (or Authorized Representative)–Employee

Date Signed

Name of Medicare Insured–Spouse
FI | MI | LAST

Health Insurance Claim Number

AUTHORIZATION: I authorize The Travelers Insurance Company to release to **The Travelers Insurance Company** any information which is required to act on a claim under my complementary health insurance policy and permit a photostatic or other facsimile reproduction of this authorization to be used in place of the original. This authorization is in effect until notice of revocation is received by The Travelers Insurance Company.

Signature of Medicare Insured (or Authorized Representative)–Spouse

Date Signed

The signed Authorization will allow us to process any future benefits for which you may be eligible under a Railroad Group Health Plan insured by The Travelers, using information which you and your physician supply in order for you to obtain Medicare Benefits.
This form should be completed carefully for each person insured under your Railroad Group Health Plan who is also insured under the Medicare Program.

INSTRUCTIONS FOR FILLING OUT THE CARD ARE ON THE BACK

GI-46706 REV. 5-73 PRINTED IN U.S.A.

An active employee insured under Group Policy Contract GA-23000 or Group Policy GA-107300 may enroll under Plan D to provide benefits for his parents who are eligible under Medicare.

In order to enroll, simply fill out and sign the enrollment form reproduced below. A widow should show "Mrs." with the given name of her deceased husband.

Mail the completed enrollment form with your check or money order to The Travelers Insurance Company, P.O. Box 3002, Group Department, Railroad Division, Hartford, Connecticut 06101. Person eligible for Medicare should also send a signed copy of the Medicare Authorization form to The Travelers with their enrollment form.

GA-23111

PERSON(S) TO BE INSURED	REQUIRED MONTHLY PAYMENT			
	Persons Not Eligible Under Medicare			PLAN D Each Person Eligible Under Medicare
	PLAN A	PLAN B	PLAN C	
Employee only	☐ $ 6.65	☐ $17.19	☐ $49.00	☐ $15.00
Dependents only or Widow and/or Children	☐ $ 7.76	☐ $17.19	☐ $49.00	☐ $15.00
Employee and Dependents	☐ $14.41	☐ $34.38	☐ $98.00	
Each Parent – Eligible under Medicare				☐ $15.00
Student Child (age 19 to age 25)			☐ $3.00	
Incapacitated Child (age 19 and over)			☐ $5.00	☐ $15.00

I understand that the benefits which I am subscribing to are those indicated by the required monthly payment checked hereon for the plan or plans as described in the pamphlet (Form GI-47635) furnished to me in connection with Group Policy GA-23111. I also understand that I will be notified directly by The Travelers Insurance Company of my acceptance and billed for my next payment.

GI-47635A

Signature of Employee _____ Date _____

GA-23111
This Completed Form Together With The Required Payment Is To Be Sent To:

The Travelers Insurance Company, P.O. Box 3002
GROUP DEPARTMENT–RAILROAD DIV.–HARTFORD, CONN. 06101

NAME OF EMPLOYEE *(Please Print)* *Last First Middle Initial*	EMPLOYEE SOCIAL SECURITY NO.	DATE OF BIRTH EMPLOYEE *Mo. Day Yr.*	DATE OF BIRTH SPOUSE *Mo. Day Yr.*	EMPLOYEE NO.	DATE LAST WORKED *Mo. Day Yr.*

HOME ADDRESS OF EMPLOYEE *No. and Street City State Zip*	REPRESENTED BY WHAT UNION?

NAME OF EMPLOYER (RAILROAD)	DEPARTMENT	DIVISION	LOCATION	DATE OF EMPLOYMENT

If you and/or your dependent(s) are covered by medicare as a result of disability, please attach a copy of the medicare card(s).

Before completing this section see Pages 9-11. If disabled at date last worked, please so indicate.

REASON FOR LEAVING ACTIVE EMPLOYMENT

☐ RETIRED ☐ PREGNANCY ☐ FURLOUGHED ☐ SUSPENDED ☐ DISABLED ☐ TERMINATED ☐ LEAVE OF ABSENCE ☐ DEATH _____ *Date*

If an enrollment form is being submitted for a student child, incapacitated child or parent(s) it is necessary that such person(s) full name and home address be shown below. If this information is not completed, the enrollment form cannot be accepted.

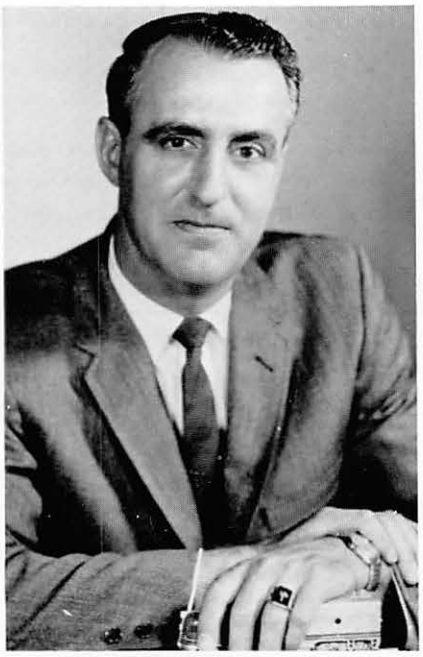
☐ STUDENT CHILD ☐ INCAPACITATED CHILD ☐ 1 PARENT ☐ 2 PARENTS DATE(S) OF BIRTH _____

Name and address of student child, incapacitated child or parent(s) for whom enrollment is being made

GI-47635A REV. 6-77 PRINTED IN U.S.A.

Personal Aids and News

Railroad Retirement Board news from R. T. Bates, secretary-treasurer, BofRS



A large number of railroad employees have at some time served in the Armed Forces of the United States. The following questions and answers explain how they can receive credit under the Railroad Retirement Act for their military service.

(1) Under what conditions can my military service be creditable as railroad service under the Railroad Retirement Act?

You must have entered the Armed Forces either involuntarily or while the United States was at war or in a state of national emergency. Also, you must have worked in the railroad industry during the same year you entered military service or in the preceding year.

(2) In what war or national emergency periods must military service have been performed in order for the U. S. Railroad Retirement Board to credit it as railroad service ?

Starting with World War I, creditable periods are:

- April 6, 1917, through November 11, 1918;
- September 8, 1939, through June 14, 1948;
- December 16, 1950, to date.

Military service that began between June 15, 1948, and December 15, 1950, or in any other period not included above, is creditable if you entered involuntarily. Also, if you entered the Armed Forces during a war period, any service you were required to continue in beyond the end of the war period is creditable.

(3) How can military service be used to increase a railroad retirement annuity?

If your military service is creditable as railroad service, you can get credit for a month of railroad service for each month of creditable military service (see question 11 for amounts credited). The credits based on military service are then used in the calculation of both the tier I and tier II portions of your retirement annuity. The tier I portion is based on combined railroad retirement and social security credits and tier II on railroad service alone.

If necessary, your military service credits could be used to meet the basic 120-month service requirement for a regular annuity, or the 25-year service requirement for a supplemental annuity, and/or other advantages.

(4) Can it be advantageous for my military service to be treated as social security credits?

If treated as social security credit, military service could help you qualify for social security benefits and may be included in the computation of any social security benefits due. This can be to your advantage if you have children potentially entitled to social security benefits and you could not otherwise meet the earnings credit requirements, since direct benefits are not payable to children of retirees under the Railroad Retirement Act.

Use of military service as social security credit may in some cases also establish a vested status under certain Railroad Retirement Act dual benefit provisions, which could increase the total monthly benefits payable to you.

(5) How can I decide if my military service should be claimed as railroad service or social security credit?

Because of the complexities of the law, the Railroad Retirement Board will determine whether your military service should be used as railroad or social security credit. The Board's determination is intended to be to your best advantage. However, you have the right to claim it with either agency if you do not agree with the decision.

(6) If I am eligible for benefits from the Veterans Administration, can my military service also be creditable for railroad retirement or social security benefits?

Yes, but if your military service is treated as railroad service, there may be a reduction in your railroad retirement annuity to prevent duplication of benefits. If the military service is treated as social security credit, there is no military service reduction in either your railroad retirement annuity or social security benefit.

(7) I did not go to work for a railroad until after my discharge from the Army in 1947. Does this mean that my military service will not be creditable?

It will not be creditable as

months of railroad service under the Railroad Retirement Act, but it can be creditable as wages under the Social Security Act. If your military service is treated as social security credit, it will be used in calculating your social security benefits as well as tier I, but not tier II, of your railroad retirement annuity.

(8) I spent only 8 years in the railroad industry, but I was working for a railroad at the time I entered the Navy in 1957. Will this military service be creditable under the Railroad Retirement Act or under the Social Security Act?

If your total creditable service — rail and military combined — equals at least 120 months, you have the 10 years of creditable service required to qualify for an annuity under the Railroad Retirement Act. If you do not meet the 120-month requirement on this basis, your military service, as well as your railroad service, will be treated as social security credit.

(9) I work for a railroad and am a member of the Army Reserve. Could my active duty training and summer camps be creditable?

Yes, and if you were ever called to active duty during the continuing national emergency which began December 16, 1950, that service would also be creditable.

(10) I was in the United States Merchant Marines for 3 years during World War II. Can I receive credit for this service?

No. Service with the Merchant Marines or civilian employment with the Department of Defense is not creditable.

(11) Were retirement taxes deducted from my pay when I was in the Army?

Since 1957, social security taxes have been deducted from the pay of members of the Armed Forces. However, credit under the Railroad Retirement Act or Social Security Act is given for years before 1957, as well as after.

If your military service is treated as railroad service, a flat amount of $160 per month of creditable military service is credited as railroad compensation for years prior to 1968 and $260 per month for military service performed in the years from 1968 through 1974. For years after 1974, the amount of actual pay is creditable, subject to certain maximums.

Retirees will receive COLA increases in July

Railroad retirement annuitants, as well as social security beneficiaries, will receive cost-of-living increases in their monthly benefits beginning with their July 1 checks.

There will actually be two separate types of railroad retirement increases. One is the 5.9% cost-of-living increase for retired rail employees and their spouses on the Board's rolls on July 1 also given to social security beneficiaries. This increase applies only to the tier I portion of two-tier railroad retirement annuities and is reduced by the amount of any social security increase to which the annuitant may also be entitled. The other July 1 increase is a 1.9% raise in the tier II portion of retired railroad employee and spouse annuities. However, the tier II increase is not subject to reduction for social security entitlement. This increase in the tier II amount represents the first of a total of four annual increases provided under the 1974 Railroad Retirement Act.

Widows and other survivors, on the other hand, will receive a 5.9% cost-of-living increase in both tiers of their annuities. However, like the increase for retired employees and spouses, any cost-of-living increase they receive in social security benefits will be subtracted from their tier I railroad retirement increase.

Both types of increases are effective for the month of June and will be first reflected in the July 1 checks. Increases that could not be paid in time for the July 1 check will be paid retroactively at a later date.

Also changing July 1 will be the monthly premiums deducted from railroad retirement and social security benefits for Medicare. The basic premium goes up 50¢ from $7.20 to $7.70.

Canada creates passenger service like Amtrak

The federal government of Canada has created VIA Rail Canada Incorporated to operate passenger train services. Plans and budget are subject to the federal government's approval. The new corporation which will be a subsidiary of Canadian National will be somewhat similar to the United States' Amtrak.

For United States residents only:

Allow 6 weeks for change to take effect.

Moving? Let us know!

Please send your new address to:
The Signalman's Journal, 601 W. Golf Rd., Mt. Prospect, IL 60056

Name _____

Street or Box No. _____ **Apt. No.** _____

City _____ **State** _____ **Zip** _____

Lodge No. _____ **Certificate No.** _____

At the signing of the new agreement are (seated left to right): R. R. Van Vacter, BofRS general chairman; and D. E. Farrar, vice president personnel, Kansas City Southern. Standing (left to right) are: R. O. Mustain, manager electronics, Servitron; R. C. John, administrative manager engineering, KCS; G. L. Scheil, director labor relations, KCS; and W. D. Best, vice president, BofRS.

BofRS, KCS agree on a training program

Following a merger of Local 185 — Kansas City Southern — with the seven Santa Fe locals to form a new general committee on October 1, 1975, that committee authorized negotiation of an updated and revised agreement for its members on the Kansas City Southern. For three days during January 1976 the negotiating committee met at Grand Lodge headquarters and prepared proposals for the revised agreement. The last agreement update and reprint had been made on June 1, 1944.

Kansas City Southern agreed to enter into negotiations on a voluntary basis without the formality of serving a Section 6 Notice under the Railway Labor Act. The negotiations commenced March 24, 1976, in the railroad's offices in Kansas City. J. L. Devenney, asst. vice president-personnel and G. L. Scheil, director labor relations, represented the company. R. R. Van Vacter, general chairman, W. D. Best, vice president, J. R. Riggs, senior vice general chairman, and H. D. Haines, assistant general chairman, handled negotiations for the Signalmen. Additional conferences were held during August and November 1976 and in January 1977 and the agreement was signed by the parties on February 25, 1977 to become effective March 1, 1977 — less than a year after negotiations first commenced. Below is an outline of the major improvements contained in the new agreement:

(1) New classification of Signal Inspector.

(2) Elimination of the "Working Foreman" classification.

(3) Elimination of the hourly rate of pay for the position of "Working Foreman".

(4) Elimination of the "Leading Signal Maintainer" classification and clarification of the duties of "Leading Signalman" classification.

(5) Elimination of the "Helper" classification.

(6) Establish a bona fide Two-Year Training Program.

(a) As to new employes, after completion of two years' training, they can fill vacancies or the company will create positions of Signalman to accommodate them.

(b) As to employes with less than two years' service on March 1, 1977, they will obtain positions and seniority on the second anniversary of their date of hire.

(c) As to employes who had two or more years' service on March 1, 1977, they were made Signalmen and given seniority on that date.

(d) Upon being granted seniority as Signalman and occupying a position in that or a higher capacity, members of Local 185 will not be reduced to a position paying less that Signalman. If it ever becomes necessary to reduce forces on this railroad, the force reduction will be made among as-

International Scout Hy-Rail vehicles are furnished to signal maintainers on all sections of the KCS. Shown here (left to right) are: R. R. Van Vacter, general chairman; D. G. Shores, KCS signal maintainer at Shreveport, LA; and W. D. Best, BofRS vice president.

sistants. All assistants will be cut off before any reductions are made in the total number of Signalman and higher job classifications.

(7) Elimination of "class seniority" with concurrent establishment of "straight seniority."

(8) Improvements to rules covering payments to Signal Maintainers used off their assigned territories and on holidays.

(9) Increased travel allowance for "floating signal construction gangs" from $3.25 to $4.25 per day — five days each week or for each day on which service is rendered, whichever is greater.

Like other railroads which have instituted a comprehensive and effective signal training program, Kansas City Southern adapted to its own purposes, reproduced and furnished to all its signal employes the 5-volume set of training manuals which Canadian National created for its signal training courses. In addition Kansas City Southern put together a 6th volume which has manufacturer's recommendations and its own specifications for signal equipment in use on the property.

Brotherhood and railroad officials alike are convinced the new Agreement and Signalmen's Training Program are a direct and positive result of their participation in the semi-annual Progress and Goals Meetings, the first of which was held March 5, 1973, at Shreveport, Louisiana.

These meetings were arranged by R. J. Blair, former vice president and general manager, and presently are conducted by J. E. Gregg, Blair's successor. T. S. Carter, president, and all his staff officers give in-depth reports on the activities of the previous six months and plans for the forthcoming period. Following the reports, general chairmen are afforded the opportunity to express themselves on any subject they consider of importance or benefit to the welfare of the employes and the company.

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The Progress and Goals Meetings have been a tremendous success and a demonstration of labor/management cooperation to which everyone involved can point with pride. There is a sense of employe concern, involvement and pride on the railroad which did not prevail in the past. Kansas City Southern and the unions representing its employes proved there is mutual advantage to cooperation and free interchange of ideas and information.

Bush elected general chairman of B&LE

At a February 14, 1977 meeting of Bessemer & Lake Erie signalmen, James A. Bush was unanimously elected to the post of general chairman with eight of the twelve active members present. Bush and former General Chairman Richard D. Flynn were nominated for the position.

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News About Members

Morris- father and son were honored at a meeting of T&P local 141. Shown here (left to right) are: G. R. Jones, financial secretary; J. E. Morris, former general chairman, T&P; son J. J. Morris, retiring general chairman; J. J.'s wife Jimmie; and W. D. Best, BofRS vice president.

Father and son honored by T&P Lodge 141

It was more than just a regular second quarter business meeting for the Missouri Pacific (former Texas & Pacific) Local 141, when it met in Ft. Worth, TX on April 16, 1977. It was a day of reminiscing and honor for a father and son, J. E. "Big Jess" Morris and his son J. J. "Little Jess" Morris.

Brother J. E. Morris went to work for the Texas & Pacific back in 1928, retiring in 1961 after 33 years of service. This was the dedicated man who was so instrumental in getting Local 141 active and on its feet. He served as local chairman from 1933 to 1937, and at that time was elected general chairman, serving in that capacity until 1946.

W. D. Best (left), BofRS vice president gives oath of office to incoming general chairman of Local 141, G. R. Jones.

W. D. Best (left) congratulates J. J. Morris, retiring general chairman, on his many fine years of service.

His son, J. J. Morris, following in his father's footsteps, came to work for the Texas & Pacific Lines in January 1941 as a laborer, but was unable to join the Brotherhood until April of that same year. Back in those days you could not join the Brotherhood until you were made a helper. Jessie served in the Army from 1944 to 1946, returning to railroading at that time. He served his local as financial secretary for six years prior to being elected general chairman in 1955.

This father and son have a combined total of 31 years, serving Local 141 as general chairman. For this, we owe a debt of gratitude.

Grand Lodge honored the two Brother Morrises with certificates for 36 and 47 years of continuous membership and dedicated service. W. D. Best, vice president, made the presentations.

O. R. Pitts, local president,presented retiring General Chairman Morris and his wife Jimmie, plaques bearing the BofRS emblem, from Local 141, for his 22 years of faithful service as general chairman and for her help and support in union work these many years. Brother Morris was given the traditional BofRS pin with the red and green lights removed and replaced with two diamonds.

Truly, this was a day of remembering.

SP signal maintainer helps save lives by use of radio

Southern Pacific Signal Maintainer Brother Doyle Yancey was working between Fallon and Lovelock, Nevada when he observed an automobile leave the highway and overturn. Summoning nearby track force personnel Brother Yancey and his colleagues immediately went to the aid of the injured occupants of the car. They were able to remove them. Brother Yancey went to his truck and using two-way radio called the dispatcher who in turn called emergency vehicles and ambulances to the scene. There is no doubt that the prompt action by Brother Yancey and his fellow SP workers saved the lives of the two people by their prompt actions.

CHESSIE SYSTEM: **G. A. Hinsdale,** signal maintainer in Delaware and a member of Monumental City Lodge No. 31, has retired.

CONRAIL: **George L. Carruthers,** signal maintainer for the former Penn Central at Bergen, NY, and a member of Rochester

(Please turn to page 38)

NEWS from CANADA

BofRS and CN sign standby agreement

To: Local Chairmen, C.N. Rail
Members on C.N. Rail Paid
On The Guaranteed Rate
of Pay

Dear Sirs & Brothers:

Enclosed is the Memorandum of Agreement amending Article 4 of Agreement 11.1; also a Letter of Understanding covering any loss of earnings for 1977.

The agreement provides for a "Stand-By Allowance" of 22 hours per four week period, and punitive overtime, with a minimum of 3 hours, for all calls. There is also a guarantee that all employees will receive not less than the basic minimum that they expected to earn in 1977.

The effective date of the agreement is the pay period starting April 29th, 1977; also the twelve week period for the incumbency will begin on that date. If at the end of a twelve week period an employee has received payment for less than 567 straight time hours (3 x 189 hrs.), then it will be made up to him on the first cheque of the next period. If an employee has received the equivalent, or more than the equivalent of 567 straight time hours, then he will not receive an incumbency payment. Both employees would revert to zero for the next twelve week period and so on. The incumbency will continue until wage increases cancel it out. Basically, it means that no one will receive less in dollars than their basic guarantee for 1977.

There will not be any major changes in the Company's method of operation; that is, basically the same amount of people will be on call and all mutual agreements covering calls, etc. can remain the same.

This agreement was negotiated as a result of a demand we submitted to the Company in 1975; that was the present guarantee for being available and overtime for all calls. As you can see, we were not able to accomplish everything at this time, but we believe that it is a reasonable start (hopefully to be improved upon in the future) in putting the guarantee on a more equitable basis where everyone receives the same amount for being available for call.

Before this agreement was signed, meetings were held with every Local and every C.N. member was contacted. Also Regional Local Chairmen's Meetings were held. There was as much consultation as possible with members on the guarantee and practically every C.N. Local passed a motion to proceed with the stand-by pay.

Fraternally yours,
John E. Platt/s/
Vice-President

CANADIAN NATIONAL RAILWAY COMPANY

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company and the Brotherhood of Railroad Signalmen providing for a stand-by allowance for employees who heretofore were governed by the 179.3 hour guarantee.

IT IS AGREED THAT effective

For Canadian residents only:

Allow 6 weeks for change to take effect.

Moving? Let us know!

Please send your new address to:
Brotherhood of Railroad Signalmen, 1396 St. Catherine St. W., Suite 323, Montreal, Que. H3G 1P9

Name _____

Street or Box No. _____ **Apt. No.** _____

City _____ **Province** _____ **Zip** _____

Lodge No. _____ **Certificate No.** _____

CN Agreement

April 29, 1977, Agreement 11.1 will be amended as follows:

(1) Article 4 will be deleted in its entirety and the following substituted therefore:

ARTICLE 4
Stand-By Allowance

4.1 In view of the intermittent character of the work of certain Signal Technicians, Leading Signal Maintainers, Leading Signal Mechanics, Signal Maintainers, Assistant Signal Maintainers, Apprentices and Helpers, they will be paid in addition to their regular earnings for time actually worked, a stand-by allowance equivalent to 14.66 hours at the rate of time and one-half (22 straight time hours) at the applicable hourly rate of pay per 4-week period. The provisions of Articles 4.2 to 4.16, inclusive will apply to employees referred to in this Article 4.1.

4.2 Employees will be paid in accordance with Article 6 for work performed outside of regular hours on regular work days, on call days and on rest days.

4.3 Employees shall be assigned one regular rest day per week, Sunday if possible, and service on such assigned rest day shall be governed by Article 7.

4.4 Employees shall be assigned one call day per week, either Saturday or Sunday, and one rest day per week, either Saturday or Sunday, except that, at those locations where more than one shift is required, such employees shall be assigned one call day per week and one rest day per week which shall be consecutive.

4.5 On call days and outside of regular hours, employees will protect calls on their own territory. They will be available for calls unless they make suitable arrangements with the Signal Supervisor for the protection of their territory without involving additional expense to the Company and so advise the Train Dispatcher.

4.6 On rest days, employees will not be subject to call. However, they will be called, and if available may accept such call.

4.7 On territories where conditions warrant, other mutually satisfactory arrangements may be agreed upon in writing between the Signal Supervisor and the accredited representative of the employee for protection of the employee's territory.

4.8 Except on assigned rest day, such employees shall not absent themselves from their assigned territory during the regular working hours without permission and when absent from regular place of call after regular working hours, they will notify the Agent, Operator, Train Dispatcher or Chief Train Dispatcher as appropriate.

4.9 Unless other mutually satisfactory arrangements exist between the employees and their supervisor, calls will be directed first to the employee assigned to the territory involved.

Holiday Pay for Qualified Employees on Stand-By

No Work Performed on General Holiday

4.10 When a general holiday falls on a regular work day or on a call day (sixth day) and the employee is not subject to call and does not work on that day, such employee will be paid 8 straight time hours for the general holiday not worked, in accordance with Article 16.6(a).

4.11 When a general holiday falls on a regular work day or on a call day (sixth day) and the employee is subject to call and is available to work on that day, such employee will be allowed 8 straight time hours for being available in addition to the general holiday pay provided in Article 16.6(a).

Work Performed on General Holiday

4.12 When a general holiday falls on a regular work day and the employee works his regular hours on that day, such employee will be paid in accordance with Article 16.7. In addition, such employee will be allowed 8 straight time hours for being available on that day as provided in Article 4.11.

4.13 When a general holiday falls on a regular work day or on a call day (sixth day), and the employee is on stand-by, if he is called to work on that day, such employee will be paid for actual time worked in accordance with Article 16.7 in addition to the 8 straight time hours for being available on that day as provided in Article 4.11

4.14 The general holiday compensation provided in this article supersedes the provisions of Article 16 where in conflict therewith.

4.15 Employees who do not qualify for general holiday pay in accordance with Article 16.4 will be subject to the provisions of Articles 4.10 to 4.14 inclusive, except that they will not receive payment for the general holiday.

Broken Time for Employees on Stand-By Conditions

4.16 Broken time for employees compensated on the basis of this Article 4 shall be based on 45.5 straight time hours per week. In the event an employee is off-duty without pay, he shall have deducted from his wages 8.5 straight time hours for each regular work day off-duty and 3 straight time hours for each call day off-duty.

ARTICLE 4A
Special Rules for Signal Technicians

4A.1 (a) When advertising positions of Signal Technician, as much advance notice as possible of the intent to establish such positions will be given, preferably not less than one month's notice.

(b) Appointment of qualified applicants to positions of Signal

Technician shall be on the basis of Signal Maintainer-Signal Mechanic seniority.

(c) Employees who have successfully completed the signal electronics course will not be required to pass the qualifying test for such position. Those employees who have not completed the signal electronics course or who are hired as Signal Technicians shall be required to pass the qualifying test.

(d) In the event no applications are received from qualified applicants, the Company may hire a qualified employee or appoint the most qualified applicant, in which event the employee so appointed must successfully complete the signal electronics course. Should such employee fail to complete the signal electronics course he may elect to return to his former position or bid a vacancy.

4A.1 (e) The selected applicant referred to in item (d) above may decline appointment to Signal Technician, in which event the position may be offered to one of the other applicants.

(f) An employee appointed as Signal Technician may use his Signal Technician seniority to bid on subsequent bulletined Signal Technician positions, except that the Company shall have the right to decline such application from an employee who has not completed the course or from an employee who does not have adequate railway or signal experience to properly perform the duties at the advertised location.

(g) An employee hired as Signal Technician shall be accorded seniority as Signal Technician effective as of the date he commences work as such and shall be accorded a corresponding date as Signal Apprentice subject to all provisions of Agreement 11.1 including Appendix "C".

(h) An employee awarded a position as Signal Technician will be accorded a seniority date as such and will continue to accumulate seniority in those classifications in which he had formerly established seniority. In the event he has not established seniority above that of Apprentice, he shall be accorded a seniority date as Maintainer-Mechanic as of the date he would have been eligible for promotion to Maintainer or Mechanic.

(i) Electronic Technicians working as such as of the effective date of this Agreement shall not be affected by the establishing of the Signal Technician classification, and will continue to be administered as non-schedule employees with authority to perform signal work.

Signal Technician Qualifications

4A.2 (a) Candidates for acceptance as Signal Technician shall have a knowledge of the fundamentals of electronics and shall undergo qualification tests.

(b) Employees who have passed the Signal Technician qualification tests shall be appointed as such by the Company due regard being given to the requirements of the service and the seniority of the applicants.

(c) It is acknowledged that the technological change will result in new or changed equipment being installed in signal service and that it may be necessary for those employees who have not worked as Signal Technician to requalify.

(d) An employee awarded a position of Signal Technician will have a maximum of 90 calendar days to demonstrate his ability to perform the work. If he fails to meet the requirements of the position, he shall be returned to his former regular position.

(e) The Company reserves the right to employ non-schedule specialists.

ARTICLE 8

Article 8 will be amended to read:

Service Away from Headquarters

8.1 (a) Except as otherwise provided, employees detained for conveyance and while travelling on orders of the Company to and from work outside of their regular assigned territory or headquarters, after regular working hours, will be paid straight time. This does not apply to employees compensated on the basis of a stand-by allowance covered by Article 4 or to employees travelling in regular boarding cars or when sleeping accommodation is furnished by the Company.

Amend Article 8.4 to read:

8.4 An employee

(a) who is paid on the basis of the stand-by allowance, other than a maintainer of terminal or block signal territory or territory immediately adjacent thereto, and

(b) who leaves and returns to his home station (or boarding car) in the same day, and

(c) who, due to the requirements of his job, is unable to be at his home station for his noon day lunch, and

(d) who is not provided with a noon day lunch by the Company, shall be reimbursed for actual reasonable expenses incurred for the noon day lunch. The parties will establish the maximum amount to be considered as actual reasonable expenses.

IT IS FURTHER AGREED that in the application of Article 8.4 as revised above, the maximum amount payable for the noon day meal is established at $3.25. This maximum amount is subject to review by either party if conditions warrant upon 30 days' notice by either party.

Amend Article 9.1 "Note" to read:

NOTE: See Article 4A Clauses 4A.1 and 4A.2 for Special Rules applicable to Signal Technicians.

Appendix "E" will be amended to read:

26 JANUARY, 1962.

Mr. H.A. STOCKDALE,
General Chairman
Brotherhood of Railroad
Signalmen
3895 Maplewood Avenue, Apt. 3.
Montreal 26, Quebec

(Please turn to page 36)

CN Agreement

Dear Mr. Stockdale:

In your letter of August 9, 1961, you asked that signal helpers paid on the basis of an eight-hour day be allowed expenses for noon day lunch when working with employees paid on the basis of stand-by allowance covered by Article 4 who are entitled to such expenses.

We reviewed this matter with our regional officers and the Engineering Department and have concluded that your request has merit. While we recognize the employees are not entitled to this allowance under the wage agreement, nevertheless we are asking our regional officers to grant such expenses to helpers for noon day lunch effective February 16, 1962.

Yours very truly,
THOMAS A. JOHNSTONE/S/
Assistant Vice-President
Labour Relations
Signed at Montreal, Quebec, this 15th day of April, 1977.
FOR THE CANADIAN NATIONAL RAILWAY COMPANY:
D. Fraleigh/S/
Manager, Labour Relations
FOR THE BROTHERHOOD OF RAILROAD SIGNALMEN:
J. E. Platt
Vice-President
R. R. Mitchell
General Chairman
J. E. Dubois
General Chairman

April 15, 1977

Mr. J. E. Platt
Vice-President
Brotherhood of Railroad
Signalmen
Suite 323
1396 St. Catherine St. W.
Montreal, Quebec
H3G 1P9

Dear Sir:

During the negotiations of the amendments to Article 4 of Agreement 11.1 which will provide for a stand-by allowance instead of the 179.3 hour guarantee effective April 29, 1977, the subject matter of a letter from the Assistant Vice-President, Labour Relations to Mr. H. A. Stockdale, dated May 17, 1971, copy attached, was discussed.

The Company agreed to continue, under the stand-by allowance concept, the spirit of the understanding contained in the letter dated May 17, 1971. Consequently, it is agreed that an employee covered by Article 4 who makes suitable arrangements for the protection of his territory on a general holiday without involving additional expense to the Company, and so advises the proper officer of the Company in writing, shall, if otherwise qualified, be entitled to general holiday pay provided in Article 16.

Yours very truly,
D. Fraleigh/S/
Manager, Labour Relations

April 15, 1977

Mr. J. E. Platt
Vice-President
Brotherhood of Railroad
Signalmen
Suite 323
1396 St. Catherine St. W.
Montreal, Quebec
H3G 1P9

Dear Sir:

This has reference to the Memorandum of Agreement signed today amending Article 4 of Agreement 11.1 relative to the stand-by allowance provisions which replace the former guarantee concept for certain signalmen.

During the negotiations on the above change, you expressed concern about the fact that the new concept of stand-by allowance could result in certain employees who do not receive many emergency calls having their earnings reduced. As a result of our discussions, it was agreed that effective with the implementation of the revised Article 4, all employees who at that time were subject to the 179.3 hours guarantee provisions will be guaranteed on an incumbency principle a minimum gross earning equivalent to 189 straight time hours at the 1977 rates of the positions held for each 4 week period averaged over a 12 week period. The incumbency will be paid as long as such employee continues to occupy a position subject to the stand-by allowance or his gross earnings are less than the incumbency. Should an employee subject to the incumbency not work on any day or not be available on a call day, the incumbency will be adjusted accordingly.

Would you please confirm the above understanding by signing in the space provided below.

Yours truly,
D. Fraleigh/S/
Manager, Labour Relations
I ACKNOWLEDGE AND CONCUR:
John E. Platt/S/
Vice-President
Brotherhood of Railroad
Signalmen

A: Présidents Locaux C.N.R.
Membres sur la liste de paie de taux garanti (Guaranteed Rate of Pay)

Chers Messieurs & Confrères:

Vu l'urgence de donner aux membres cet information aussitôt que possible nous n'avons pas attendu que la traduction française soit prête.

La traduction complète du contract est faite et est actuellement à sa relire. D'ici pue nous devrions être prêts à vous faire parvenir votre copie en français.

Fraternellement,
J. E. Platt/S/
Vice-Président

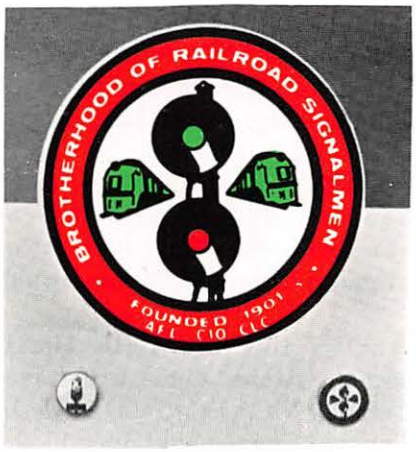
Cloth emblem is available with BofRS in white letters on red border, two locomotives and green over red searchlight signal.

Coasters (3" dia.) come in black and gold, or in white, red and green with BofRS emblem.

Playing Cards with the BofRS emblem are now available. These high-quality cards come in the conventional bridge decks, including jokers. Cards and emblem are in color.

Golf caps with the BofRS emblem in color are available in Small, Medium or Large with adjustable head band. These lightweight, net caps come in Red, Black or White.

The 8-volume signalman's training course covers the following subjects: 1—electricity, circuit symbols and nomenclature; 2—signal terms, relays, track circuits and meters; 3—automatic block signaling, time code control and electronics; 4—traffic control systems and power switch machines; 5—highway grade crossing warning systems and FRA RS&I tests; 6—remote control and automatic interlockings; 7—ctc machines and their operation; 8—maintenance of signal equipment.



Signalmen's decal (top) has adhesive backing so it can be applied to glass, leather, metal, etc. for BofRS identification on car windows, bumpers, luggage, hard hats, etc. The emblem is 4" or 3" in dia. It has a red border with white letters. The signal displays green over red. Below left is a metal **colorlight signal lapel pin** ½" in diameter with signal showing green over yellow over red on white enamel background. Signal and pin otulined in gold. Below right is ⅝" **BofRS lapel pin** identical to decal except letters and outline are in gold.

Use this handy order form:

A history of the Brotherhood of Railroad Signalmen has been written by the late A. E. Lyon, president emeritus, which covers the 75 years of the Brotherhood since its founding in 1901.

Master National Agreement Book has the basic provisions of national agreements negotiated with U.S. railroads and the BofRS. They are contained in a loose-leaf binder with 2-inch rings so there is room for additional material, such as local agreements. The 23 sections are: A—summary of wage changes; B—summary of other benefits; C—Washington job protection agreement of 1936; D—vacations; E—Union shop agreement; F—Holidays; G—Claim and grievance handling; H—Health and welfare; I—Force reductions; J—Employment security; K—Travel time and away-from-home expenses; L—Off-track vehicle accidents; M—Jury duty; Mc—Current agreement; N—Overtime; O—Camp cars; P—Apprentice programs; Q—Change of residence; R—Earnings deduction in discipline cases; S — Supplemental sickness benefits; T—Union dues checkoff; and U—Amtrak C-1, C-2; V—Seniority modification agreement.

The SIGNALMAN'S Store

PLEASE SEND ME THE FOLLOWING ITEMS:

_____Golf caps @ $3.75 each. ____R ____B ____W

_____Small _____Med. _____Large

_____Coaster (black and gold) @ 10¢ each.

_____Coaster (red and green) @ 15¢ each.

_____Cloth emblem @ $1.50 each.

_____Colorlight signal lapel pin @ $1.50 each.

_____BofRS red, gold lapel pin @ $2.00 each.

_____Decals @ 15¢ each. _____3 inch _____4 inch

_____Decks of Playing Cards @ $3.00 each.

_____General Chairman & Local Chairman's Manual @ $3.00 each.

_____History of BofRS @ $9.95 each.

_____Signalman's training books @ $18.00 per 8-volume set.

_____Vol. 1 @ $2.50 each. _____Vol. 5 @ $2.50 each.

_____Vol. 2 @ $2.50 each. _____Vol. 6 @ $2.50 each.

_____Vol. 3 @ $2.50 each. _____Vol. 7 @ $2.50 each.

_____Vol. 4 @ $2.50 each. _____Vol. 8 @ $2.50 each.

_____Master National Agreement Book @ $7.95 each.

Minimum order accepted is $5.00. Please make check or money order payable to the **Brotherhood of Railroad Signalmen.** Send payment and order to BofRS at **601 W. Golf Road, Mt. Prospect, Ill. 60056.**

Amount enclosed $_____

Name_____Local No._____

Address _____

City_____State (Province)_____Zip_____

NAM Cont'd.

Lodge No. 93, has retired. **R. S. Robinson,** signal maintainer for the former Penn Central at Philadelphia, PA, and a member of Philadelphia Lodge No. 18, has retired. **Veronzo A. Thompson,** signal maintainer for the former Pennsylvania at Iselin, NJ, and a member of Trenton Lodge No. 102, has retired. **Frank E. Walker,** signal maintainer for the former Pennsylvania at Austin, PA, and a member of Olean Lodge No. 134, has retired. The following members of Buffalo Lodge No. 36 have retired: **John J. Jarzynski** and **Thaddeus Palarczyk** of Buffalo, NY; **Edward J. Severn,** signal maintainer at West Seneca, NY.

ILLINOIS CENTRAL GULF: **H. L. Followell,** signal maintainer at Effingham, IL, and a member of Gilman Lodge No. 81, has retired.

MISSOURI PACIFIC: **H. E. Bennett,** signal maintainer at Muskogee, OK, and a member of Missouri Lodge No. 72, has retired.

SOUTHERN PACIFIC: **Harrison G. Owens,** signal maintainer at Reno, NV, has retired. **Doyle H. Yancey,** signal maintainer in the Fallon, NV area, has retired. Brothers Owens and Yancey are members of Sacramento Lodge No. 179.

UNION: **R. S. Shaffer,** signal maintainer at Turtle Creek, PA, and a member of Union Lodge No. 193, has retired.

UNION PACIFIC: **J. W. Egnoske,** relay repairman of Pocatello, ID, and a member of Eureka Lodge No. 19, has retired after 31 years of service.

BURLINGTON NORTHERN: **R. W. Hale,** signal maintainer at Big Time Timber, MT, and a member of St. Paul Lodge No. 87, has retired.

SEABOARD COAST LINE: **W. K. Johnson,** signal maintainer at Fayetteville, NC and a member of Lodge No. 16, has retired.

CHICAGO & NORTH WESTERN: **Bruce Jamison,** signal maintainer at Des Plaines, IL and a member of Lodge No. 130, has retired.

Signalman's Worksheet

Coded track circuits

CODED TRACK CIRCUIT FOR CAB SIGNALS

Figure 417 shows a simplified circuit for coded track circuits designed to operate cab signals on installations where ther are no wayside signals.

This is practically the same as the elementary circuit for 2-block, 3-indication signaling shown in Figure 409, except that the codes are selected by HR only, and alternating instead of direct current is fed to the track circuits. (Modern cab signaling equipment functions equally well on either a-c. or d-c. code impulses.) The alternating current coded by the code transmitter is fed to the primary of a track transformer. The pulses of alternating current produced in the secondary winding are fed to the rails and operate the engine-borne cab signaling equipment in accordance with the code frequency. 180-code causes a proceed aspect to be displayed; 75-code caution; and no code, a stop aspect.

At the relay end of the track circuit, the a-c. code impulses are rectified to operate the d-c. code-responsive track relay.

Information and drawing furnished by General Railway Signal Co..

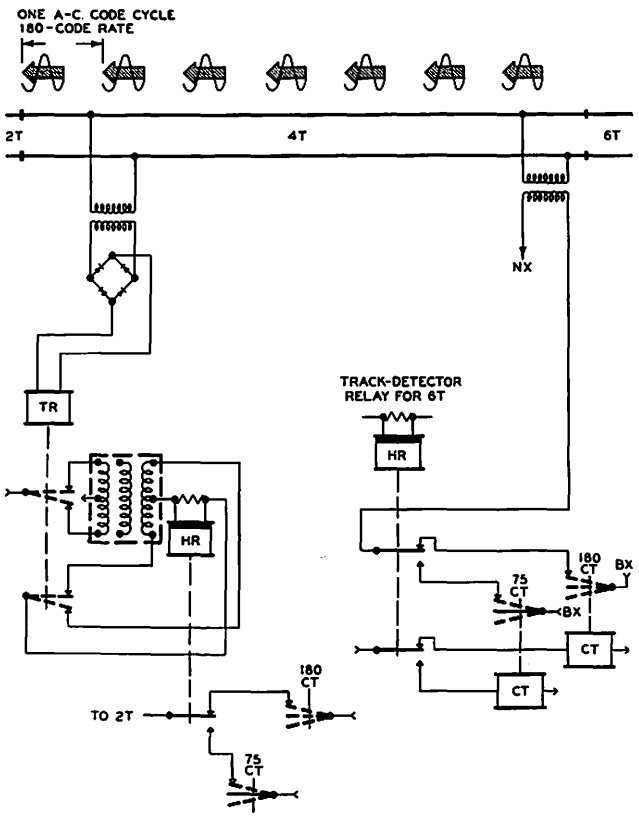
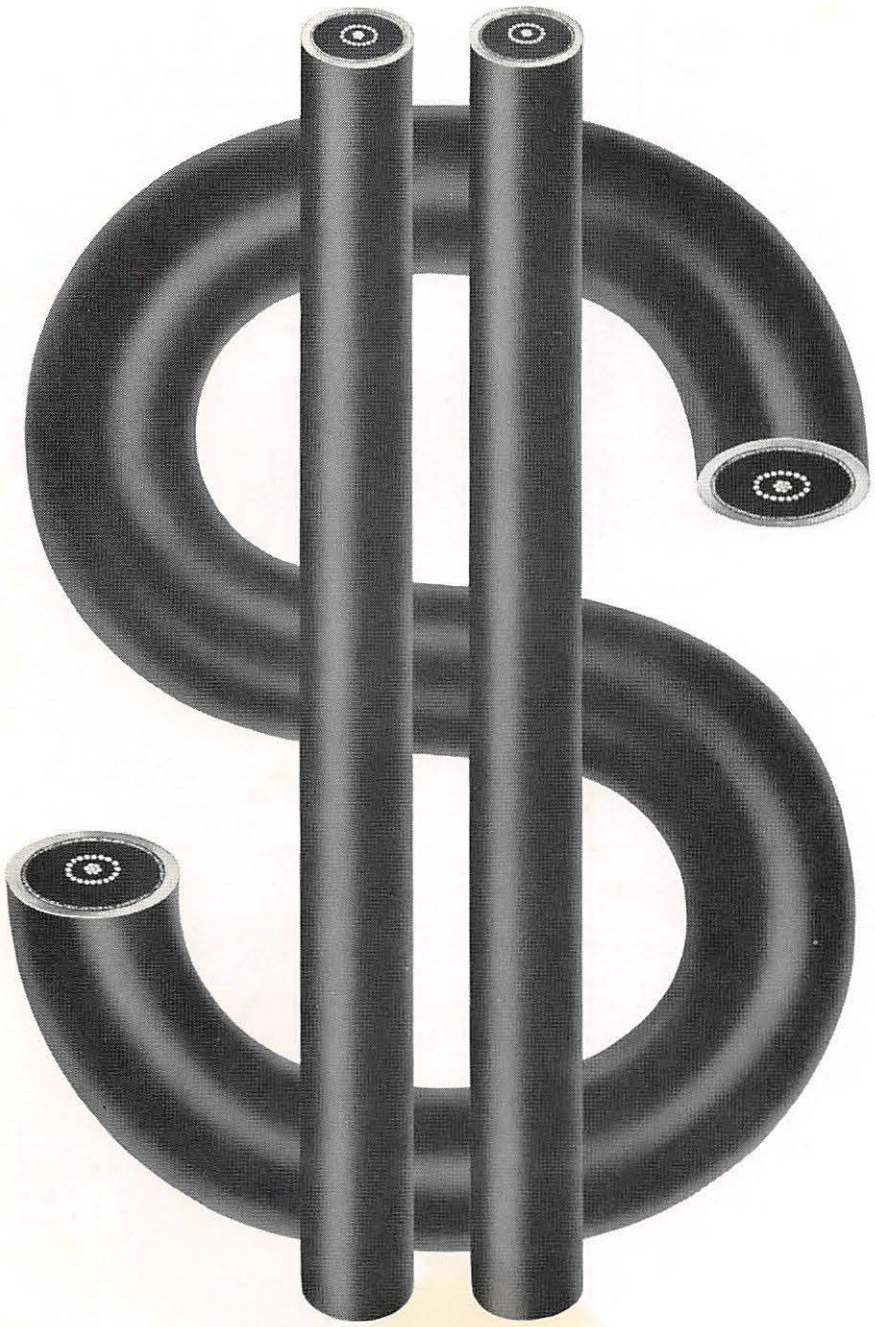


Fig. 417: Simplified circuit for coded a-c track circuit for cab signals without wayside signals.



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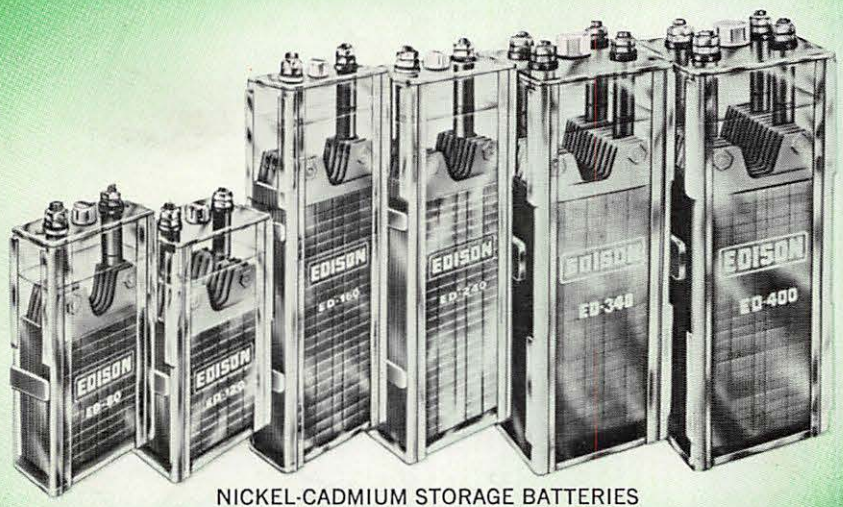
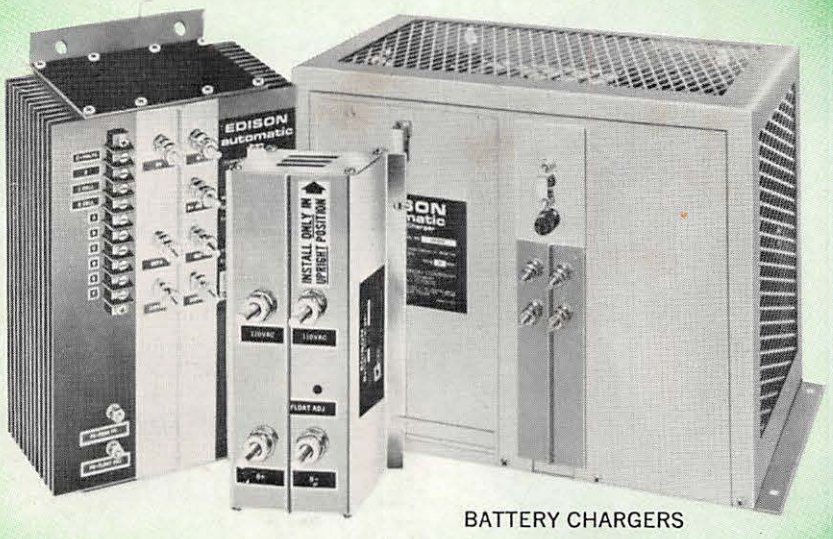
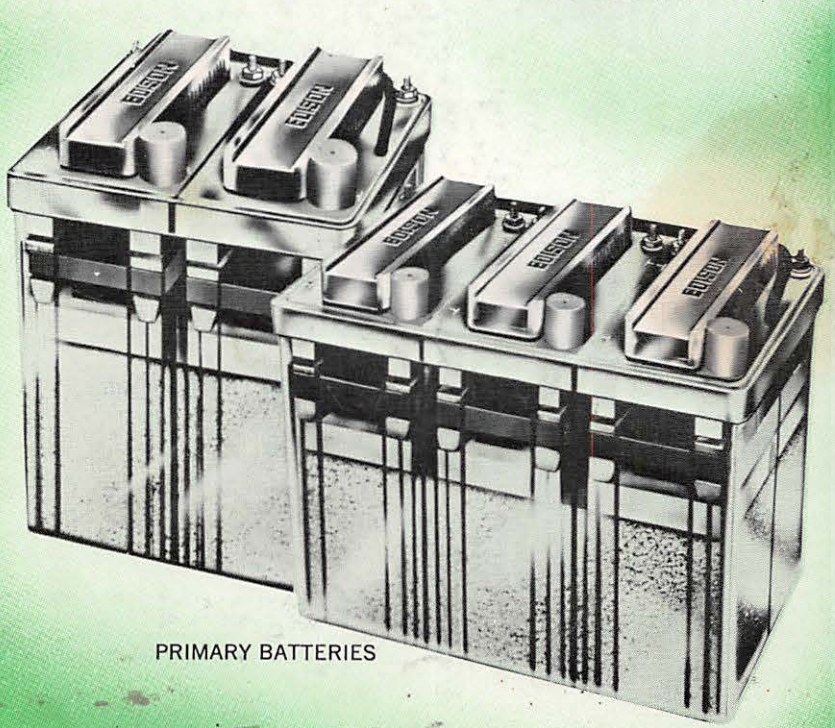


NICKEL-CADMIUM STORAGE BATTERIES



BATTERY CHARGERS



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